OFN Guidelines

How to Build a Successful Mentoring Relationship

Tip: Mentors are not...

- A parent
- All knowing
- A tutor
- A therapist
- A coach
- A disciplinarian

Mentoring Skills

Mentee

Mentor

- Follow through
- Make most of mentor
- Manage relationship
 - Take initiative

- Listen
- Identify goals
- Encouraging
 - Respect
 - Build trust

- Inspire
- Positive outlook
- Lead by example
- Manage risks
- Reliable

Building the Relationship Strategies

Step 1

- Getting aquainted with mentoring
- Housekeeping / ground rules
- Build trust/ overcome akwardness
- Committing to mentoring goals

- - Step 2
- Step 3
- "Real" mentorring begins; revisit goals
- Deepen engament

- Using developed skills to seek Step 4 goal completion
- Monitor progression

Step 5

- Celebrate success of mentoring relationship
- Reflect on experience

Learn Grow

Trust

Mentoring Building Blocks

Tip: How to Communicate

Listen

Speak

- Active listening
 Paraphrase to
- Listen more than speak
- Listen to nonverbal cues
- Be attentive
- show understanding Ask
- open-ended
- questions Provide constructive feedback