



What Makes A Good Mentor*

Many people feel that being a Mentor requires special skills, but Mentors are simply people who have the qualities of good role models.

Mentors Listen: They maintain eye contact and give Mentees their full attention.

Mentors Guide: Mentors are there to help their Mentees find life direction, never to push them.

Mentors are Practical: They give insights about keeping on task and setting goals and priorities.

Mentors Educate: Mentors educate about life and their own careers.

Mentors Provide Insight: Mentors use their personal experiences to help their Mentees avoid mistakes and learn from good decisions.

Mentors are Accessible: Mentors are available as a resource and a sounding board.

Mentors Criticize Constructively: When necessary, Mentors point out areas that need improvement, always focusing on the Mentees' behavior, never his/her character.

Mentors are Supportive: No matter how painful the Mentee's experience, Mentors continue to encourage them to learn and improve.

Mentors are Specific: Mentors give specific advice on what was done well or could be corrected, what was achieved, and the benefits of various actions.

Mentors Care: Mentors care about their Mentees' progress in school and career planning, as well as their personal development.

Mentors Succeed: Mentors not only are successful themselves, but they also foster success in others.

Mentors are Admirable: Mentors are usually well-respected in their organizations and in the community.

*Courtesy of The Connecticut Mentoring Partnership and the Business and Legal Reports, Inc.---*Best Practices in HR*, Issue 653, September 30, 1999.

Qualities of Successful Mentors*

Personal commitment to be involved with Mentee(s) for an extended time.

Mentors have a genuine desire to be part of other people's lives, to help them with tough decisions and to see them become the best they can be. They have to be invested in the mentoring relationship over the long haul to be there long enough to make a difference.

Respect for individuals and for their abilities and their right to make their own choices in life.

Mentors should not approach the Mentee with the attitude that their own ways are better or that Participants need to be rescued. Mentors who convey a sense of respect and equal dignity in the relationship win the trust of their Mentees and the privilege of being advisors to them.

Ability to listen and to accept different points of view.

Most people can find someone who will give advice or express opinions. It's much harder to find someone who will suspend his or her own judgment and really listen. Mentors often help simply by listening, asking thoughtful questions, and giving Mentees an opportunity to explore their own thoughts with a minimum of interference. When people feel accepted, they can empathize with their Mentee's feelings and personal problems.

Ability to empathize with another person's struggles.

Effective Mentors can feel *with* people without feeling pity *for* them. Even without having had the same life experiences, they can empathize with their Mentee's feelings and personal problems.

Ability to see solutions and opportunities as well as barriers.

Effective Mentors balance a realistic respect for the real and serious problems faced by their Mentees with optimism about finding equally realistic solutions. They are able to make sense of a seemingly jumble of issues and point out sensible alternatives.

Flexibility and Openness.

Effective Mentors recognize that relationships take time to develop and that communication is a two-way street. They are willing to take time to get to know their Mentees, to learn new things that are important to their Mentees (music, styles, philosophies, etc.), and even to be changed by their relationship.

*Courtesy of MENTOR/National Mentoring Partnership