

Guiding Mentoring Principles

Agree on confidentiality

Maintain an environment of confidentiality is a critical component in building trust between the mentor and mentee. Without a mutually understood ability to speak freely as the situation warrants, the relationship is unlikely to reach its full potential.

Listen and learn

Mutual benefit and honesty can only be achieved when both the mentor and mentee feel their viewpoints are heard and respected. Mentors, especially, need to remember that the relationship is not primarily about them. Mentors and mentees should not be intimidated or made to feel their views are not valued.

Strive for mutual benefits

The relationship should be defined from the beginning as mutually beneficial. Each should openly share their goals at the beginning of the relationship and work collaboratively to help achieve them.

Commit to honesty

Both the mentor and mentee should be willing to candidly share what they expect to gain from the relationship and their vision for getting there. They should be prepared to offer feedback as appropriate, even if the feedback is critical.

Lead by example

Actions create the most lasting impression.

Questions? Email tajohnson2@txwes.edu

