

Principles of Effective Mentoring

- 1. Learning and change occur through the mentorship relationship.** This relationship is a collegial partnership where a mentor and mentee engage in [learning dialogue](#) to share perspectives; relate to one another; listen; understand; share knowledge, values, skills, and experience; and be open to new ideas. It requires a trusting, confidential relationship that is based on mutual respect.
- 2. The focus of the relationship is on work.** The best results are produced when the focus is on developing strengths and resources that align with the short- and/or long-term career goals of the mentee. The mentor should know enough about the context of the work to be able to facilitate the exploration of issues and opportunities specific to the mentee.
- 3. The relationship has clearly defined goals.** Often times, mentees will have clear goals established, while other times, they might be rather vague. The [beginning step](#) is to help the mentee figure out what they want out of the relationship. These short-term goals could also align with the mentee's long-term professional goals. This purpose will help establish a successful relationship. Once the goals are established, the mentor can help identify and use internal and external resources that will enable the mentee to grow professionally.
- 4. The mentor facilitates professional learning and growth.** They support and challenge the mentee to [acquire, develop, and integrate new skills, ideas, and knowledge](#). The mentor should ask [good questions](#) to provoke reflection and finds personalized methods to aid in the mentee's professional growth.
- 5. Confidentiality enhances mentoring.** [When trust and respect are established](#), there will be an openness and transparency in the mentoring relationship. This confidentiality not only safeguards both the mentor and mentee, but also enhances the quality of their work and time together.