Characteristics of a Mentor (Waugh, 2004)

- Demonstrates confidence in the mentee
- Recognizes and values the mentee as an individual
- Provides a positive and supportive professional environment for mentoring
- Recognizes his/her own limitations
- Is generous with feedback to the mentee
- Encourages independent behavior
- Is willing to invest ample time in the mentee
- Considers and includes the mentee within his/her professional circle
- Models networking
- Provides opportunities for the mentored to participate in projects, papers, and research

Characteristics of a Mentee

- Is motivated to learn from the mentor
- Takes the relationship seriously
- Takes the initiative in establishing the relationship
- Is flexible and understanding of the mentor’s demanding schedule
- Is prompt for appointments
- Offers feedback for the mentor
- Is proactive and goal-oriented
- Accepts and acts on feedback
- Acknowledges the mentor