



Mentoring Roles

Mentors take a special interest in helping another person succeed in his/her professional development. Over the course of a career professionals are encouraged to seek a variety of mentors who may serve multiple roles (Zelditch, 1990):

Supporter: Provides support and encouragement

Teacher: Provides concrete, constructive feedback, knowledge and insight

Counselor: Shares knowledge gained through experience

Role Model: Demonstrates qualities that the mentee can aspire to achieve

Sponsor: Facilitates networking opportunities

Mentee Do's and Don'ts

Do	Don't
• Take initiative • Clarify goals and expectations • Be respectful of mentor's time • Communicate agenda and goals prior to meeting with mentor • Practice self-reflection • Look for ways to implement mentor's suggestions	• Be late or unorganized • Be passive- don't wait for mentor to initiate • Stay in a mentoring relationship when it is no longer helpful

Mentor Dos and Don'ts

Do	Don't
• Listen actively • Teach by example • Encourage mentee to move beyond their comfort zone • Promote independence • Rejoice in success and convey your joy	• Fix the problem • Take credit or take over projects • Lose critical oversight- don't allow friendship to affect judgment • Condemn or overly criticize mentee- mistakes will happen.