

Tips for a Successful Mentoring Relationship

This information provided by the University of North Texas & the UNT Professional Leadership Program

- The goal of a mentoring program is for each individual to have many mentors; focus on a mentor for different aspects of your life.
- Seek mentors who agree with Benjamin Franklin's quote "Tell me and I forget, teach me and I remember, involve me and I learn."
- Mentoring relationships should be treated as a partnership, not a one-sided relationship.
- The best mentors provide constructive, honest feedback and create a safe environment for inquiries. In addition, they will provide growth opportunities for you while coaching you through the challenges you will face.
- A good mentee wants to be mentored. Being open to mentoring and being able to receive and consider feedback is a necessity to any mentoring relationship.
- Those in a mentoring relationship often seek more topics to focus on and things to do. New ideas include: sharing a favorite inspirational, self-help or leadership book; mutually deciding on a book to read together; and doing something that will let your mentor or mentee see you as a realistic person and not just a business person.
- Take time to discuss important matters like goals, action plans, and outcomes. In addition, discuss needs and expectations of both parties in order to ensure both are on the same page and understand what each hopes to get out of the partnership. Lastly, establish ground rules.
 - Sit down and discuss topics of interest periodically to ensure you are both getting something out of the partnership.
 - Ending a mentoring relationship is just as important as beginning one. All parties should prepare in advance for the last day of the mentorship by determining goals that still need to be addressed and how those goals will be achieved within the remaining time.
 - Have an official ending to the relationship -- give a meaningful token or souvenir related to your mentoring relationship or write a note to go with the token letting your mentor/mentee know you are thankful for their devotion.