

SAMPLE –Mentor 2 - Article

(Copyrighted Content – Not for Re-use)

Golden Rules to Become a Better Mentor

Good mentors are empathetic, patient listeners and make the right judgment calls. While some people inherently possess qualities that make them natural mentors, there is always something new to learn about mentoring those in need of it.

Adopting a non-judgmental attitude

Mentors must be sensitive to their mentees' feelings and avoid judging them based on character. If the situation demands that the mentor offer a candid critique, then this should be done without using a patronizing or accusatory tone.

Encouraging frank discussions

Mentors must encourage mentees to engage in an honest discussion to come up with the best solution to the problem. They shouldn't hesitate in offering feedback and suggestions. If mentors feel that their mentees are unhappy with the candidness, then they should discuss this aspect to clear the air and ensure that there are no hard feelings.

Being observant

Mentors must be observant and pick up cues from their discussions with mentees to better understand their anxieties. They must allow the mentee to do much of the talking and draw clear conclusions at the end of each session to prepare for the next one. Any noticeable changes in mentees' attitude or behavior must be examined without prejudice.

Being patient

Patience is one of the biggest virtues that mentors can possess. They should be aware that some of their counseling sessions can be long drawn, and be mentally prepared to serve as active participants throughout the discussions.

Understanding the mentee's problems

Mentors must understand the reasons behind their mentees' problems clearly to offer the best advice and guide them in the right direction. The mentors' approach should be determined based on the nature of the problem. For instance, counseling a mentee with a drug addiction and one who has just



Godot Content Services

Website: content.godotmedia.com
Email: content@godotmedia.com

lost his job will require different approaches. The objective in the first case, should be to help the mentee fight temptations and in the second, to help the mentee find the right opportunities.