**What Great Mentors Do**

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| **What great mentors do** | **What great mentors don’t do** |
| * Focus on the mentee | * Focus on telling their own story – unless the mentee wants to hear it! |
| * Ensure the meetings are focused on what the mentee wants to achieve and develop | * See the meetings as opportunities to delegate some of their work or the work of their team |
| * Actively listen more than speaks | * Speak more than listens |
| * Ask questions to help the mentee grow and think for themselves | * Tell the mentee what to do |
| * Share and offer experiences and ideas relevant to the mentee’s goals only after having spent time helping the mentee to think of ideas | * Keep their experiences and ideas to themselves |
| * Prioritise the mentoring meetings | * Turn up late and/or cancel the meetings regularly |
| * View the partnership as opportunity to learn and see things from another’s perspective | * View the partnership as being all one way, believe there is nothing in it for them |
| * Authentically champion the mentee | * Forget about the mentee outside of the meetings |
| * Adhere to the confidentiality agreed with the mentee | * Talk about the mentee without their permission |
| * Provide appropriate support and encouragement as well as challenge and useful feedback if this is what the mentee wants | * Provide only unrealistic encouragement or unhelpful criticism |
| * Seek feedback about how the mentoring is going for the mentee and act on it | * Believe they are a perfect mentor without seeking feedback from the mentee |