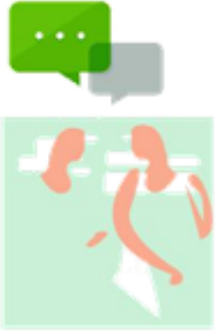


# Basic Guide to Mentoring

Mentoring is a deeply fulfilling experience. This guide presents pointers on how we can build trusting mentoring relationships with our mentees, through which we grow together with our mentees!



## Know Your Mentee

*Gain insights into your mentees's thoughts, aspirations, concerns and feelings for more effective mentoring.*

Practice active listening to encourage your mentee to share more about himself/herself.

## Build Trust

*Create a psychologically safe environment for your mentee to share freely about professional opportunities and challenges.*

- Embrace trust as the basis of innovation.
- Build trust intentionally through a variety of ways.
- Withhold judgement for this is key to building trust.



## Co-identify Growth Areas

*Co-explore growth areas to create ownership in the growth process.*

- Collaborate with your mentee to surface growth areas together.
- Use a conversation log to bring focus into your mentoring conversations.
- Provide effective feedback that helps your mentee to move forward.

## Be Adaptive and Responsive

*Vary your approach to adapt to the situation and/or respond to your mentee's needs.*

- Understand the attitudinal shifts of your mentee in order to nuance the mentoring journey accordingly.
- Be mindful of the needs of your mentee at different stages in his/her career or development.
- Vary your approach using this conceptual framework.



## References

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