**10 PRINCIPLES OF MENTORING**

1. **Mentoring requires a trusting, conﬁdential relationship based on mutual respect.**
2. **Mentoring involves a clearly bounded relationship that is close and uncoerced (unlike friendship or parenting).**
3. **Mentoring involves a deﬁnite time commitment.**
4. **A mentoring relationship is planned for enhancing speciﬁc growth goals of a mentee.**
5. **The purpose of mentoring must be mutually established by the mentor and mentee with clearly deﬁned goals/ outcomes – focus on objectives.**
6. **Mentors should model performances for mentees thereby providing them with opportunities to observe and develop insights.**
7. **Mentors provide quality performance assessments, especially of a mentee’s self-assessment.**
8. **Mentees must show progress by “raising the bar” for themselves as their insights and skills increase.**
9. **The mentoring relationship ends when the mentee is able to operate independently.**
10. **Mentors follow a servant leadership model by providing value to another without receiving extrinsic rewards.**

[The Art of Mentoring: Some Principles - Creative Destruction Lab](https://creativedestructionlab.com/blog/the-art-of-mentoring-some-principles/)

[Introduction to mentoring: A guide for mentors and mentees (apa.org)](https://www.apa.org/education-career/grad/mentoring)

**MY TOP 10 GUIDING PRINCIPLES OF MENTORING**

1) **Mentoring is equally just as important to the mentor as it is to the mentee** – realize that you are not only providing a chance of growth to the individual but to yourself also. We can always learn and grow from the new personalities and perspectives that we have a chance to be a part of.

2) **Mentoring is not telling people what to do; it’s how to guide people to learn how to do it.** If people are never equipped with the knowledge and confidence to execute the problem in front of them, then they may be less apt to take those bigger steps in their future. Build their confidence!

3) **Mentoring takes time (and it’s time well spent).** If you’re not willing to invest an ongoing slot of time in people you are mentoring, then both parties suffer in the process.

4) **Mentoring is to give others the edge you did not have when you started.** If we do not raise the bar in where we start our prospective candidates, then we, in turn, are not shifting our talent to be more like the quality candidates we want to hire.

5) **Mentoring tests your ability to lead and manage others.** Chances are if working with new people and helping them learn new things presents a challenge to tough then you may want to keep focused as an individual contributor and continue enriching your ability to lead and influence.

6) **People receiving mentoring should be receiving from you a combination of selflessness, teaching, communication and learning.** Any piece of this that is left off will result in teaching without applicability, only doing the things you selfishly do not wish to do, communicating only when obligated to and learning without understanding the purpose.

7) **Effective mentoring is not driven by being their “boss”; it is driven by your actions in being their guide.** Often times I have seen internships or new candidates turn into cheap labour having only a few purposes or things we do not want to do.

8) **Mentoring will coach your candidate through their fears and insecurities.** Candidates should walk away from your mentoring feeling more confident in prior areas of weakness.

9) **Mentoring is an open door, an open ear and an open mind.** If you close any of these you will not promote the development of conversation and ideas. Sometimes a new fresh perspective from someone outside of the norm can be the jump-start you need to be excited about mentoring.

10) **Mentoring promotes the development of mentors.** Over many occasions I have now seen before my eyes candidates I have worked with now mentoring others and developing new employees and candidates.