

Social Drivers for Mentoring

Security

Agreeing ground rules

Discussing expectations

Sharing an agenda prior to meeting

Autonomy

Listening more than you speak and asking more than telling

Encouraging them to make their own decisions

Discussing their intentions, actions and likely outcomes so that they can take responsibility

Fairness

An open mind that sees both sides of an argument

Describing situations from different perspectives

Championing equity

Esteem

Treating them as a colleague, an equal, not patronizing them

Being slow to give advice, even when asked – facilitate their thinking and decision-making

Providing positive feedback and/or get them to reflect and recall their own success

Trust

Build rapport with the mentee every time you speak to re-establish the relationship

Remind them that conversations are confidential and keep confidences

Be willing to disclose (appropriate) information about yourself to show you trust them