OMP Guidelines:

How to Build a Successful Mentoring Relationship

Tip: Mentors are not...

- A parent
- All knowing
- A tutor
- A therapist
- A coach
- A disciplinarian

Mentoring Skills

Mentee

Mentor

- Follow through
- Make most of mentor
- Manage relationship
 - Take initiative

- Listen
- Identify goals
- Encouraging
 - Respect
 - Build trust

- Inspire
- Positive outlook
- Lead by example
- Manage risks
- Reliable

OMP Race Plan

Warm Up

- Getting aquainted with mentoring
- Housekeeping / ground rules

- Build trust/ overcome akwardness
- Committing to mentoring goals

Start

- Refocus • "Real" mentorring begins; revisit goals
- Deepen engament

earn Grow

Trust

Mentoring Building Blocks

Tip: How to Communicate

- Using developed skills to seek

 Finish

 Coal constant goal completion
- Monitor progression

Cool Down

- Celebrate success of mentoring relationship
- Reflect on experience

Active listening

Listen

- Listen more than speak
- Listen to nonverbal cues
- Be attentive

Speak

- Paraphrase to show understanding
- Ask open-ended questions
- Avoid judgment