

Ground Rules for both Leaders and Students

Confidentiality

- Respect the privacy of discussions. Keep mentee's shared information confidential to build trust.

Set Clear Goals and Expectations

- Collaboratively define what the mentee aims to achieve and agree on the mentor's role in supporting these goals.
- Set measurable, realistic, and time-bound goals, revisiting them as needed.

Be Consistent and Reliable

- Show commitment by being punctual and consistent with meetings and feedback.
- If something comes up, reschedule in advance to show respect for the mentee's time.

Provide Constructive and Honest Feedback

- Offer feedback in a way that is respectful, clear, and actionable.
- Encourage growth by helping the mentee recognize strengths and areas for improvement.

Encourage Independence and Critical Thinking

- Support the mentee's self-sufficiency by encouraging them to develop their own solutions.
- Guide them in problem-solving rather than providing answers directly.

Respect Boundaries

- Keep conversations professional and focus on topics that are relevant to the mentee's goals.
- Respect the mentee's comfort level and personal boundaries, particularly regarding work-life balance and personal life.

Promote Accountability

- Hold both parties accountable for their commitments. Ensure the mentee takes responsibility for their own development and actions.

Celebrate Successes and Progress

- Recognize the mentee's achievements, big and small, to encourage their motivation and confidence.

Be Open and Approachable

- Foster an environment where the mentee feels comfortable asking questions and expressing concerns.
- Show empathy and understanding, especially when the mentee faces challenges.

Commit to Learning Together

- Be open to adapting your mentoring style and learning from the mentee's experiences.

Respect Cultural Differences

- Be aware of and sensitive to any cultural or personal differences that may influence the mentoring relationship.