

MENTOR Institute

Mentorship through Effective Networks, Transformational Opportunities, and Research

Ten Tips for Mentoring Partnerships

1. Listen to the **academic stories** of others and share your own to establish mutual understanding and respect.
2. Focus on **authenticity** and **leave behind assumptions** about personal identities, culture, and experiences to create an inclusive environment.
3. Create a **Mentoring Universe** to build a support network.
4. **Align expectations** on roles and responsibilities to focus the partnership.
5. Collaborate on **mentoring agreements** for goals, timelines, and communication plans to build accountability.
6. **Ask difficult questions** and **listen actively** to build trust.
7. Focus on strengths before offering **constructive feedback** to enhance communication.
8. **Solve problems together** through initiating difficult conversations to deepen mutual respect.
9. Share **strategic plans** for career advancement to create professional opportunities.
10. **Celebrate achievements** and provide **support during challenges** to create a meaningful mentoring experience.