



Developmental Mentoring:

- Continue to grow your mentee’s capacities—talent, skills, and insight.
- Spend time getting to know your mentee.
- Mentors should listen and not overtalk.
- Strive to ask powerful questions that can guide the mentee through this process—and listen.
- Take your mentee outside of their comfort zone.
- Try one new thing each week – and follow it up.
- Take actions to engage with your mentee.
- Set up regular meetings.
- Schedule your next meeting at the conclusion of each meeting unless you have set standard meeting times.
- When in-person meetings are not possible, meet by video instead of phone when you can for the personal connection.
- Think about who in your network would be a good introduction for your mentee.
- Introduce other colleagues when appropriate.
- Look at your LinkedIn contacts to see what introductions would be beneficial.

Issue Mentoring:

- Ask your mentee: “what are your needs and what are you trying to accomplish in this program and in your career?”
- Meet your mentee where he/she is.
- Learn from your mentee and allow the relationship to go both ways.
- Find other ways to connect outside of formal meetings, such as virtual happy hours or nonprofit events.
- Think of this as a deeper relationship. You are not meeting someone “in a cocktail or food line.”
- Remember, your mentorship relationships can benefit you and your mentee for years to come.
- Give yourself and your mentee “grace.”
- Re-evaluate what you need more of and what you need less of.
- Identify if change is needed.
- Share what is working and build on it. Ask “what would make our relationship more powerful?”
- If things can be better, do a reset to your relationship.



For more information, please contact mentorship@andieandal.com.