

HAI MENTORS

LORI KOGAN, PhD

A series of several parallel white lines of varying thicknesses, slanted diagonally from the bottom-left towards the top-right, located on the right side of the slide.

QUALITIES OF SUCCESSFUL MENTEES:

- ▶ Genuine interest in personal growth and professional development
- ▶ Strong commitment to learning and acquiring new skills



QUALITIES OF SUCCESSFUL MENTEES:

- ▶ Receptive to honest, constructive feedback
- ▶ Willing to take risks as part of the learning process
- ▶ A sense of self and personal vision



ROLE/RESPONSIBILITIES OF THE MENTEE:

- ▶ Develop mutually agreeable upon goals for the mentoring relationship that are specific, measurable, achievable, realistic and timely



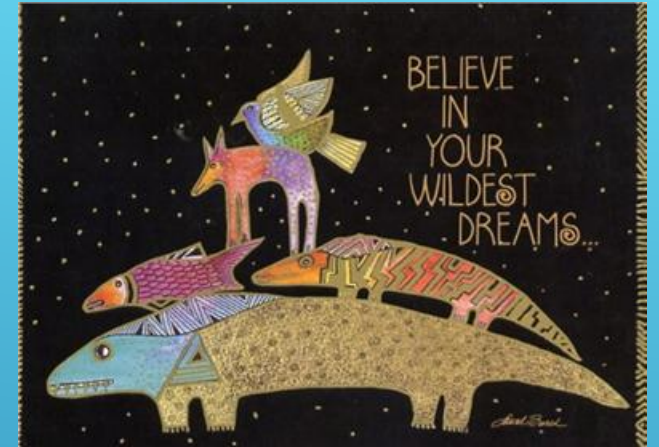
ROLE/RESPONSIBILITIES OF THE MENTEE:

- ▶ Communicate openly and honestly with one's mentor
- ▶ Take responsibility for establishing expectations between the mentor and mentee



ROLE/RESPONSIBILITIES OF THE MENTEE:

- ▶ Make good use of mentoring time
- ▶ Be mindful of the mentor's needs and expectations
- ▶ Be trustworthy and maintain confidentiality



WHAT DO MENTORS DO?



Mentors listen	They maintain eye contact and give mentees their full attention.
Mentors guide	Mentors are there to help mentees explore own goals, not to push own agenda.
Mentors are practical	They give insights about keeping on task and setting goals and priorities.
Mentors educate	Mentors educate about life and their own careers.
Mentors provide insight	Mentors use their personal experience to help mentees avoid mistakes and learn from good decisions.
Mentors are accessible	Mentors are available as a resource and a sounding board.

WHAT DO MENTORS DO?



Mentors criticize judiciously and constructively	Always focusing on mentee's behavior, never character.
Mentors are supportive	Mentors encourage mentees to learn and improve, even in trying times.
Mentors are specific	Mentors give specific advice on what was done well or could be corrected.
Mentors care	Mentors care about their mentees' progress in the internship, career planning, and personal development.
Mentors succeed	Mentors are successful themselves, and foster success in others.