

## TIPS FOR OVERCOMING COMMON DE-RAILERS BETWEEN MENTOR/MENTEE

- When you get busy, you may not feel like you have the time to focus on mentorship.

### Not Enough Time



- Set a specific calendar event and make it reoccurring – pick a time that works for both parties and set aside 15 minutes to connect.
- Show up prepared and make the most out of your time together.
- Correspond the day prior with an agenda and topics you wish to cover.

- Thinking that your mentor or mentee will transform your life for you.

### Unrealistic Expectations



- Start with a transparent conversation about what the mentee wants guidance on and what strengths the mentor has (refer back to your application when entering the program if need)
- Make note of these goals, check back in on them and reassess if you have veered another direction.
- Know this partnership is designed to enhance the individuals and not to fix a situation.

- Difficulties in personal or work life may arise, and those discussions take the focus off achieving the learning.

### Personal Problems



- Keep the conversations work related as much as possible. Life issues will arise, but if the chat veers off topic, rein it back in.
- Short, focused tag ups with agenda may help keep focus on the work-related discussion.

*If support resources are needed outside of the mentor/mentee relationship, provide them as needed through assistance programs in place by the employers or government/community services.*

- Dissimilar personalities, values, attitudes, and beliefs can be detrimental to any relationship.

### Mismatched Values



- Spend time discussing and finding common values between mentor and mentee.
- Understanding and respecting each other's values can help you figure out how to get the most out of the relationship.
- If you feel mismatched, please reach out to the program to see what options are available.

- Comparing your relationship with others might make you feel a lack of progress or confidence.

### Feeling of Inferiority



- Show kindness and positivity to one another.
- Each mentor/mentee match is unique, and no two relationships are the same.
- Take time to appreciate where each of you are in the process.
- Engage in conversation with the mentor/mentee about what is going well and what could improve.

- Everyone has their own expectations as to what the mentorship will accomplish.

### Misaligned expectations



- Reset on the expectations outlined at the beginning of the process.
- Remember and discuss what each party hopes to gain from this partnership.
- Write down goals and hold each other accountable to meet these goals.

## Help each other be successful!

Once you settle on a goal for the mentorship and a cadence of meetings, you still need to specify what the mentee wants in order to feel successful. Is the mentee looking for encouragement or do they need something more hands-on? Are they looking for ideas and advice? The exact needs will likely be different from meeting-to-meeting or over the course of the mentorship. The more explicit you can be early on, the more likely the goals will be met. The mentor may be the type who is a natural cheerleader and not realize the mentee wants a devil's advocate. Or they may be the type to jump into brainstorming mode and list out ideas when you already have an idea and want help elsewhere. Have the open conversations early on, be on the same page and our mentorship involvement will bring success!