

Top 10 Qualities of a Good Mentor

A good mentor possesses the following qualities:

- 1. Willingness to share skills, knowledge, and expertise.**

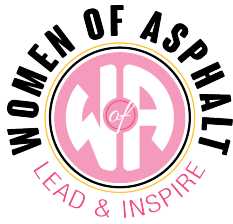
A good mentor is willing to teach what he/she knows and accept the mentee where they currently are in their professional development. Good mentors can remember what it was like just starting out in the field. The mentor does not take the mentoring relationship lightly and understands that good mentoring requires time and commitment and is willing to continually share information and their ongoing support with the mentee.
- 2. Demonstrates a positive attitude and acts as a positive role model.**

A good mentor exhibits the personal attributes it takes to be successful in the field. By showing the mentee what it takes to be productive and successful, they are demonstrating the specific behaviors and actions required to succeed in the field.
- 3. Takes a personal interest in the mentoring relationship.**

Good mentors do not take their responsibility as a mentor lightly. They feel invested in the success of the mentee. Usually this requires someone who is knowledgeable, compassionate, and possesses the attributes of a good teacher or trainer. Excellent communication skills are also required. A good mentor is committed to helping their mentees find success and gratification in their chosen profession. Overall good mentoring requires empowering the mentee to develop their own strengths, beliefs, and personal attributes.
- 4. Exhibits enthusiasm in the field.**

A mentor who does not exhibit enthusiasm about his/her job will ultimately not make a good mentor. Enthusiasm is catching and new employees want to feel as if their job has meaning and the potential to create a good life.
- 5. Values ongoing learning and growth in the field.**

Mentors are in a position to illustrate how the field is growing and changing and that even after many years there are still new things to learn. Anyone that feels stagnant in their current position will not make a good mentor. When starting out in a new career, people want to feel that the time and energy they spend learning will be rewarded and will ultimately provide them with career satisfaction. Good mentors are committed and are open to experimenting and learning practices that are new to the field. They



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continually read professional journals and may even write articles on subjects where they have developed some expertise. They are excited to share their knowledge with new people entering the field and take their role seriously in teaching their knowledge to others. They may choose to teach or attend classes to further develop their knowledge and skills. They enjoy taking workshops and attending professional conferences provided through their membership in professional associations.

6. Provides guidance and constructive feedback.

One of the key responsibilities of a good mentor is to provide guidance and constructive feedback to their mentee. This is where the mentee will most likely grow the most by identifying their current strengths and weaknesses and learning how to use these to make themselves successful in the field. A good mentor possesses excellent communication skills and is able to adjust their communication to the personality style of the mentee. A good mentor will also provide the mentee with challenges that will foster professional development and a feeling of accomplishment in learning the field.

7. Respected by colleagues and employees in all levels of the organization.

Ideally mentees look up to their mentors and can see themselves filling the mentor's role in the future. Mentees want to follow someone who is well respected by colleagues and co-workers and whose contribution in the field is appreciated.

8. Sets and meets ongoing personal and professional goals.

A good mentor continually sets a good example by showing how his/her personal habits are reflected by personal and professional goals and overall personal success.

9. Values the opinions and initiatives of others.

A mentor who values others is also someone who works well in a team environment and is willing to share his/her success. A good mentor appreciates the ongoing effort of the mentee and empowers him/her through positive feedback and reinforcement.

10. Motivates others by setting a good example.