Mentorship 101
Tips for Building a Successful Mentoring Relationship

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Mentorship Definition

Mentoring is a process for the informal transmission of knowledge, social capital, and the psychosocial support perceived by the recipient as relevant to work, career, or professional development.
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Mentoring entails informal communication, usually face-to-face and during a sustained period of time, between a mentor who is perceived to have greater relevant knowledge, wisdom, or experience and a mentee.
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- Maintain confidentiality of relationship if requested by mentee.
- Having an exploratory conversation about expectations will reveal your mentee's expectations and goals, as well as where and how you can be helpful.
- Be approachable, facilitative, empathic, non-judgmental, and supportive.
- Provide appraisal and critical constructive feedback when necessary.
- Assist mentee in understanding the larger sociopolitical environment of the industry, and ways to navigate and orient themselves in this environment.
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• Meet with mentee at least once a month, and at least arrange one face-to-face meeting every two months.

• Leave room for reverse mentoring as a way to maintain openness and dissolve barriers.

• Empower rather than solve: challenge and support mentees, refrain from providing direct answers and solution. Share problem-solving skills, encourage the mentee to find solutions.

• If possible, invite mentee to one of your meetings. Debrief with mentee afterward.
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“I’m going to be as committed to ending child marriage as I was to ending apartheid.”

Desmund Tutu, Chair of the Elders
Over 60% of the world's hungry are women.
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“You may not control all the events that happen to you, but you can decide not to be reduced by them.

Try to be a rainbow in someone else's cloud.
Do not complain.
Make every effort to change things you do not like.
If you cannot make a change, change the way you have been thinking.
You might find a new solution.”

Maya Angelou, Letter to My Daughter
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The Elie Wiesel Foundation for Humanity
Mission Statement “to combat indifference, intolerance and injustice through international dialogue and youth-focused programs that promote acceptance, understanding and equality.”
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Tips for Building a Successful Mentoring Relationship

• Integrity
• Dedication
• Magnanimity
• Humility
• Openness
• Creativity
• Fairness
• Assertiveness
• Organized
• Sense of Humour
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- Be Proactive
- Begin with the End in Mind
- Put First Things First
- Think Win-Win
- Seek First to Understand, Then to Be Understood
- Synergize
- Sharpen the Saw
- From Effectiveness to Greatness