



Helpful skills	<ul style="list-style-type: none">• Open-mindedness• Good listening• Asking powerful questions• Empathy• Intuition• Detachment• Passion• Seeing the bigger picture• Curiosity
Techniques a mentor can use	<ul style="list-style-type: none">• Help a mentee come to an answer, rather than providing the answer.• Ask permission to voice an opinion and then put your point of view forward as a theoretical possibility.• Meet the person “where they are.”• Ask a lot of questions.• Be mindful of objections and evasion.• Acknowledge emotions and feelings.• Follow the mentee’s agenda.• Do not be attached to the outcome.• Tell the truth; be honest about your own feelings and state of mind.• Be aware of cultural differences.
Activities a mentor could engage a mentee in	<ul style="list-style-type: none">• Help mentee define their goal(s).• Help mentee manage risks – identify traps or potential obstacles.• Help mentee manage priorities, capacity and resources.• Help create an action plan.• Review and adjust action plan.• Coach and inform: being new to this environment, the mentee may not be able to see an answer obvious to you.• Use inquiry – leave the mentee with a question to ponder between sessions.• CELEBRATE!