Developing a Mentoring Philosophy

If you were giving advice to a fellow professional on how to be an effective mentor, what would you tell that person? If they ask how to do each item you mention, what would you say? Your answer would form the foundation of your "mentoring philosophy."

What is a Mentoring Philosophy?

Your mentoring philosophy is a statement that explains and justifies the way you approach personal and professional relationships with mentees' as you guide their growth.

Imagine that you are asked to describe your approach to mentoring and provide a specific example of effective mentoring.

Common Themes of Mentoring Philosophies

- Identifying mentees' goals
- Evaluating mentees' understanding
- Evaluating mentees' talents and building on them
- Developing a relationship founded on mutual respect
- Giving mentees' ownership of their work and promoting accountability
- Sharing your own experience
- Creating an interactive environment for learning Identifying what motivates each mentee
- Balancing belief with action and experience
- Creating a safe environment in which mentees feel that is acceptable to fail and learn from their mistakes Encouraging growth through challenges
- Promoting learning through inquiry

Adapted from Entering Mentoring, 87-88.

How would you respond?

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