

ADVICE FOR NEW MENTORS

- Listen patiently. Give students the time to get to issues they find sensitive or embarrassing.
- Build a relationship. Simple joint activities - walks across campus, informal conversations over coffee, attending a lecture together - will help to develop rapport.
- Don't abuse your authority. Don't ask students to do personal work such as picking up your lunch.
- Nurture self-sufficiency. Your goal is not to "clone" yourself but to encourage confidence and independent thinking.
- Establish "protected time" together. Try to minimize interruptions by telephone calls or visitors during scheduled meetings.
- Share yourself. Invite students to see what you do, both on and off the job. Tell your own successes and failures. Let the student see your human side.
- Provide introductions. Help the student develop a professional network and build a community of mentors.
- Be constructive. Critical feedback is essential to spur improvement, but do it kindly and temper criticism with praise when deserved.
- Don't be overbearing. Avoid dictating choices or controlling a student's behavior.
- Find your own mentors. New advisers, like new students, benefit from guidance by those with more experience.