

Verbal and Nonverbal Behaviors of an Effective Mentoring Relationship

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Mentor Behaviors	Mentee Behaviors
<p>1. Relationship: Key Concept –Trust</p> <ul style="list-style-type: none"> ▪ Shares and reflects on experiences ▪ Listens empathetically ▪ Understands and accepts 	<ul style="list-style-type: none"> ▪ Offers detailed explanations ▪ Expects mentor to listen and to ask questions
<p>2. Informative: Key Concept—Advice</p> <ul style="list-style-type: none"> ▪ Offers facts about career, education, plans, progress ▪ Comments about use of information ▪ Exhibits tailored, accurate, and sufficient knowledge 	<ul style="list-style-type: none"> ▪ Provides facts and records ▪ Expects mentor to review use and depth of sources
<p>3. Facilitative: Key Concept—Alternatives</p> <ul style="list-style-type: none"> ▪ Explores interests, abilities, ideas, beliefs ▪ Provides other views/attainable goals ▪ Shares personal decisions about career, training, education 	<ul style="list-style-type: none"> ▪ Explains choices and decisions ▪ Expects mentor to pose options and other views
<p>4. Confrontative: Key Concept: Challenge</p> <ul style="list-style-type: none"> ▪ Shows respect for decisions, actions, career ▪ Shares insight into counterproductive strategies and behaviors ▪ Evaluates need and capacity to change 	<ul style="list-style-type: none"> ▪ Reflects on initiatives ▪ Expects mentor to examine goals and approach
<p>5. Mentor Model: Key Concept—Motivation</p> <ul style="list-style-type: none"> ▪ Discloses life experiences as role model ▪ Personalizes and enriches relationship ▪ Takes risks; overcome difficulties in education and career 	<ul style="list-style-type: none"> ▪ Expresses main concerns ▪ Expects mentor to share ideas and feelings
<p>6. Mentee Vision: Key Concept—Initiative</p> <ul style="list-style-type: none"> ▪ Thinks critically about career future ▪ Considers personal/professional potential ▪ Initiates change, negotiates transitions 	<ul style="list-style-type: none"> ▪ Visualizes own future ▪ Expects mentor to examine plans and encourage progress