

THE ROLE OF MENTOR

- The mentor allows the mentee to initiate meetings and supports the mentee to develop goals for each session.
- The mentor practices active listening & works to understand the many sides of an issue.
- The mentor commits to providing a safe space and ensures confidentiality.
- The mentor shares relevant resources.
- Provides advice, guidance, and feedback.
- The mentor is careful not to overstep their role and ensures conversations revolve around the mentee's specific roles and obligations within their board.
- Mentors speak for themselves & do not represent the opinions of their board or of EFCL.
- Assume the mentoring relationship will be strictly professional and end according to the agreed upon timeline.



TIPS FOR THE MENTOR

- Be open to sharing mistakes you've made, or scenarios that presented challenges. These can be the richest sources of learning!
- Roles of the mentor can include: coach, teacher, champion, counsellor, and role model. Every mentor/mentee relationship will be different.
- Try not to let sessions devolve into too much narrative or storytelling that isn't relevant to the mentee's situation or goals.
- Encourage creative problem solving and support the process rather than just providing the answers each time.
- Sometimes offering a different perspective can encourage the mentee to think outside the box.
- Only give advice within your scope. Utilize the EFCL staff knowledge when appropriate. Remember, you do not have to know everything to be a great mentor! You can always say, "I don't know the answer, but I know who does."