

# The components of effective mentoring

## Mentor

- Desire to help others
- Current & relevant industry/organisational knowledge
- Willingness to share failures & lessons learned
- Teaching skills like active listening, feedback, guidance
- Opens doors
- Manages meeting climates & risks

## Shared

- Confidentiality & discretion
- Mutual trust & respect
- Time commitment
- Growth mindset
- Active listening

## Mentee

- Drives relationship
- Commitment to growth
- Clear on their career goals
- Willing to ask for help & admit knowledge gaps
- Accepts feedback & constructive criticism
- Holds themselves accountable
- Shows initiative

# Elements Of Mentoring

**Ying Liu**



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