

Mentorship Tips for Mentees

WSU Staff Mentoring and Professional Development

Remember your Mentor is a Volunteer	They have experience in the field, and they are taking time out of their schedule to help you develop and grow, so there must be healthy boundaries and respect in your relationship. This means as a good mentee, you should be aware of and minimize time wasters that occur during your meetings. Also ensure you show gratitude for the time and advice, and never act rudely or attempt to downplay their knowledge.
Develop Trust	Your mentorship does not automatically establish trust between you and your mentor. It must be developed and nurtured. You will both need to work to establish trust at the beginning of the relationship. Having trust can open up a channel of communication, which is important to the success of your mentorship.
Be Respectful of Your Mentor's Time	Your mentor has a lot of room to help you but remember that they are likely a busy person. Again, be respectful of this by cutting out time wasters in your meeting, and make sure you give them plenty of notice if you need to cancel or reschedule a session.
Take Responsibility for Your Own Learning	Your mentor cannot do everything for you, they can only give you tools and guidance. You must be willing to take charge of your learning by asking questions and actively participating in the conversations to become a good mentee. Plus, you should absorb all the knowledge you can as asking the mentor to repeat themselves frequently is a waste of their time.
Set Realistic Expectations with Your Mentor	Your mentor is a guide. They are not going to do everything for you, they are going to mentor you. A successful mentee sets goals and expectations at the beginning to base the mentorship on a solid foundation.
Be Open About Your Needs and Provide Feedback to Your Mentor	Like any relationship, your mentorship must be suited to fit your needs. But also like in any other relationship, your mentor will not be able to read your mind, so telling them what you need from them will allow you to flourish as a good mentee. Be honest if you need something to change and let them know if you don't understand something. Also make sure you tell them when they're doing a great job and show them gratitude. They are there to help you, so they'll be excited to know that it's working.
Be Flexible and Learn	A mentorship can be an amazing and productive way to improve yourself. Take advantage of this relationship and learn as much as you can but be constantly aware of ways to better yourself and the relationship. Flexibility will help you be a better mentee in this regard.
Be a Team Player	Trust that the Mentor/Mentee has good intentions. If, after a period of time, the Mentor/Mentee doesn't believe that this is an effective mentoring relationship, then discuss this together. If the discussion involves the possibility of ending the relationship, contact the Mentorship Pilot Program Coordinators within WSU Human Resource Services. If the relationship does end, end it on professional terms.