**Best Mentor Practices from Successful Mentors**

The key to mentoring is caring.

Help your Mentee create a resume and LinkedIn profile and use the Career Development Center as a resource.

Show the Mentee you are totally invested in their future.

Be available 24/7 or when they feel they need you.

Practice tough love and have those difficult conversations to hold your Mentee accountable.

Keep in touch. Many want to text and will respond quickly.

Convey we are all lifelong learners. We can learn from our Mentees too.

Listen and provide space if needed. Be an empathetic listener.

Do not tell them what to do or push too hard. Guide and let go.

Ask leading questions such as, what are your goals or how would you handle that? Or what are your expectations of me and the program? Then stop speaking and let them think and answer.

Ask how often they want to meet and what works for them? At each meeting, set up your next meeting and confirm via text. If they miss a meeting, make it a teachable moment and ask how you can help.

Meet them where they are, take the time to build a foundation of trust. Work on Goals and Objectives at your first meeting. Use the Goals and Expectations sheet provided.

If possible, have monthly face-to-face meetings based on the goals they have expressed.

Provide assurance you are there for them in whatever way they want to communicate.

Get to know them, their history, their family, what do they do, how did they get to WP? Make a real human connection.

Share your own history, challenges, etc. Students want to hear your story. Share your mistakes.

At the end of your meetings, ask for feedback. Your Mentee should tell you if it is working or not so you can make necessary adjustments.

Refer to local, non-profit organizations for internships and/or volunteer opportunities in addition to utilizing Handshake, the Career Development Center’s online job portal.

Get your Mentee thinking about the importance of community service.

Encourage students to create a professional network.

Take the initiative. A Mentee who fails to call or attend must be pursued and the Pesce Family Mentoring Institute should be notified so issues can be resolved and sessions can begin again, if applicable.



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