

12 Habits that Matter for Mentors

1. Balance the three functions: Offer Support/ Create Cognitive Challenge/ Facilitate Professional Vision.
2. Listen to understand; be aware of your own listening blocks.
3. Start and end the conversation in a collaborative or coaching stance.
4. Balance information with inquiry: Use a consult to coach pattern.
5. Share suggestions/ideas using a what, why, how or other learning-focused consultation strategies.
6. Ask more than tell.
7. Apply a pause/ paraphrase/ inquire pattern.
8. Use language that invites thinking: What are some? How might you? Based on your?
9. Use the three conversation templates (planning, reflecting, problem solving) to focus and guide your interactions.
10. Select third points to focus interactions.
11. Invite your partner to summarize at the end of the conversation.
12. Share your own teaching and mentoring goals to model continuous learning.