

3

WAYS TO BUILD TRUST

with your mentee

BE

YOURSELF

RELIABLE

HONEST



University of
St Andrews

Student
Mentoring



3

WAYS TO BUILD TRUST WITH YOUR MENTEE

BE

YOURSELF

Mentoring is a professional relationship, but that doesn't mean it should be impersonal.

Don't aim to be formal when you're communicating with your mentee - speaking and writing naturally and in your own style will make you both feel more comfortable.

Remember that the most valuable thing you can offer to your mentee is knowledge and input based on your own personal experiences. Receiving support from somebody who has experienced similar challenges is invaluable.

3

WAYS TO BUILD TRUST WITH YOUR MENTEE

BE

RELIABLE

Mentoring is often a flexible commitment, but you must be consistent and respectful of one another.

You should establish clear expectations about how you will communicate, including what channels you will use and how frequently.

Ensure that you don't leave your mentee's messages unanswered for extended periods and, if you have committed to a call or a meeting, you should be on time. If you have said you will do something, do it. Your mentee owes you the same respect: lead by example.

3

WAYS TO BUILD TRUST WITH YOUR MENTEE

BE

HONEST

Being a mentor doesn't mean you know everything, and being supportive doesn't mean always agreeing.

If you're unsure or uncomfortable about answering your mentee's questions, you should **signpost** them to another contact who will be better able to provide an answer. Guessing or even pretending to know after you've researched the topic helps nobody!

Your mentee may come to you to discuss their ideas. This is because they want your perspective. The best way you can help is to be honest: constructively challenge them, discussing positives and negatives together with alternative options.

BUILDING TRUST WON'T HAPPEN OVERNIGHT

but you should always

BE

YOURSELF

RELIABLE

HONEST



University of
St Andrews

Student
Mentoring