

DEVELOPING TRUST

Mentoring: A Matter Of Trust

Have you noticed that there are trouble spots in your relationship? Perhaps your mentee does not seem to trust you. Ask yourself:

- Are you loyal and trustworthy?
- Do you show your beliefs through actions, not just words?
- Do you follow through with what you say you will do?
- Are you non-judgmental: do you refrain from lecturing?
- Are you consistent and dependable?

If you say you will do something, you must do it. Many mentees have had disappointments in their lives and adults who have been unreliable. You can cause real harm to your mentee if you inadvertently reinforce their experience that people are not to be trusted. If you are unable to make your session, contact your mentee. He/she is counting on you. **Don't be a no-show!**

Perhaps you were not able to answer "Yes" TO ALL THE QUESTIONS ABOVE. Then, you must understand that your mentee's initial lack of trust is NOT personal. It should not lead to negative feelings about your mentee. The reality is that some mentoring relationships will take more time to develop than others.

We know some things that are likely to ensure successful mentoring. In most satisfied relationships, mentors:

- Identify the mentee's interests and take them seriously.
- Allow the mentee to take the lead.
- Share decision-making.
- View their role as being there to give.
- Don't get discouraged, even if at the beginning, the relationship feels one-sided.

"Children are our hope for the future, but we are the hope for theirs."
Anonymous

Information from Dr. Susan Weinberger's new book "Preparing My Mentor For Me"