

MENTOR TIPS

Be an Amazing Mentor: 10 Ways to Make a Positive Impact on Others

It is a time-honored practice that has served society well since the beginning of mankind—the tradition of having someone support others with knowledge and experience that helps them avoid pitfalls and expedite their successes in their current positions in the fundraising arena. It is a great way to give back to a career from which you have benefited.

1 APPROACH EACH MENTORSHIP DIFFERENTLY

| Each relationship/partnership is unique.

2 BE REALLY FORTHCOMING

| Share mistakes you have made; why you did what you did; what you learned, and how you grew.

3 CELEBRATE

| Acknowledge your mentee's achievements; be generous by offering resources that could be useful.

4 GIVE

| Provide more than you are asked for; seek out classes or projects related to skills your mentee wants to develop.

5 SOLVE

| Think long-term; know when to wait to give advice.

6 BE WILLING

| Share your skills, knowledge, expertise, and experiences.

7 DEMONSTRATE POSITIVITY

| Have a positive attitude, and act as a positive role model; lead by example.

8 PROVIDE GUIDANCE

| Constructive feedback is only useful if it is based in honesty.

9 SET EXPECTATIONS

| In the very beginning, discuss together the preferences and guidelines of your partnership:

EXAMPLE: You run on a very tight schedule. You would prefer mentor/mentee appointments to be scheduled well in advance.

EXAMPLE: Maintain confidences that you each share (e.g., supervisor, co-worker, corporate issues that affect fundraising efforts).

10 TAKE A GENUINE INTEREST

| Get to know your mentee as a person; do not assume anything about your mentee—ask!

