

Twelve Strategies for Effective Mentoring

1. **Positive Attitude:** Encourage the student to approach life and goals with enthusiasm and to be accepting of self and others.
2. **Valuing:** Encourage the student to examine beliefs and ideals in an effort to establish personal values and goals.
3. **Open-Mindedness:** Encourage the student to keep an open mind to ideas.
4. **Interrelations:** Make the interactions between mentor and student situations of sharing, caring, and empathizing.
5. **Creative Problem-Solving:** Encourage the student to use a creative problem-solving process.
6. **Effective Communication:** Encourage the student to be an attentive listener and an assertive questioner.
7. **Discovery:** Encourage the student to be an independent thinker.
8. **Strengths and Uniqueness:** Encourage the student to recognize individual strengths and uniqueness and to build on them.
9. **Confidence:** Assist the student in developing self-confidence.
10. **Awareness:** Stress that an individual be aware of the environment, be intuitive, be problem sensitive, and be ready to make the most of opportunities.
11. **Risk-Taking:** Encourage the student to be a risk-taker and to be an active participant, not a spectator.
12. **Flexibility:** Share with a student the importance of being flexible and adaptable in attitudes and action, looking for alternatives, and seeing situations/persons from different perspectives.

Source: Noller (1982) Mentoring: A renaissance of Apprenticeship. The Journal of Creative Behavior