

EANM Mentorship Programme

Supporting Information for Mentors

General Best Practices

Please note: All mentors and mentees are required to sign a [mentorship agreement](#) that serves to outline mutual expectations and responsibilities, as well as ethical guidelines to ensure a productive and respectful mentorship relationship.

As a mentor, you are encouraged to

- Set clear expectations and align them with the mentee's goals and needs.
- Encourage both professional and personal growth by providing constructive guidance.
- Practice active listening to understand and respond effectively.
- Acknowledge and integrate the mentee's concerns with respect and empathy.
- Offer tailored advice and support based on the mentee's unique situation.
- Maintain confidentiality to foster a trusting mentorship relationship.

Meetings and Communication

- Schedule meetings well in advance to ensure consistency and commitment.
- Minimize last-minute cancellations to maintain trust and reliability.
- Prioritize personal interaction over written communication for deeper engagement.
- Foster open two-way communication by actively listening and sharing insights.
- Strike a balance between providing guidance and empowering the mentee to solve problems independently.

Goal-Setting & Development

- Apply the SMART goal framework to set clear, structured objectives.
- Break large goals into smaller, manageable steps to facilitate progress.
- Recognize and celebrate achievements to motivate continued growth.
- Encourage self-reflection and provide constructive feedback for improvement.
- Align expectations mutually and respectfully to ensure a productive relationship.
- Adapt timelines when necessary to accommodate realistic progress and challenges.

Boundaries & Ethics

- Uphold a high standard of professionalism in all interactions.
- Establish clear boundaries early on regarding language, personal space, and communication style.

- Encourage mentee independence by guiding rather than directing.
- Ensure confidentiality to build trust and create a safe mentoring environment.

Handling Challenges

- Address concerns early through open and transparent communication.
- Encourage resilience and proactive problem-solving in challenging situations.
- Seek support from the YPC/EANM office whenever needed.
- Address mentee disengagement early to realign expectations.
- Request a re-match if the mentor-mentee pairing is not a good fit.

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