

Step 2 Suggestions to help build relationships



**Boston Area
Chapter**

Follow Through on Commitments

At times, a mentoring relationship is thought of as “nice to have” and there may be temptation to relegate a mentoring relationship to a lower priority. It is important to follow through on your mentoring commitments. Following through, even in difficult times, will send a strong message about the importance you place on the relationship. Meeting commitments will help to develop trust between the two of you.

Review Objectives

The established goals and objectives should be reviewed at each meeting in order to determine if the relationship is moving in the correct direction.

Leverage Diversity

Recognizing and embracing diversity provides us with the perspectives and resources to build a better understanding of each other and the world in which we live. There are some unique aspects to consider when mentoring across gender, culture, lifestyle, religion, life experience, age, etc. Both mentors and mentees can gain insights from these different perspectives. Spend time getting to know and understand each other, and take time to discuss each other's more and less obvious differences.

Keep an Open Mind

Explore possibilities that you may not have considered before. Insight gained from your relationship may be the best avenue to accomplish your objectives.

Recognize Conflict as Normal

View conflict as healthy dialogue and exchange of ideas, rather than something to be avoided. Shying away from conflict takes away from credibility and decreases learning. If it is managed properly, conflict can add energy and insight to your relationship.

Encourage Risk-Taking

Excelling will sometimes involve stepping out of your comfort zone. You will find that it is easier to do so with support from another trusted person. Encourage each other to take risks that will help you grow both personally and professionally.