

Top 10 tips for mentors

1. Be patient; adults learn at their own pace.
2. Lead the way, keeping in mind that adults have unlimited potential for growth and development.
3. Help the mentee move from the simple to the complex, providing the mentee with a sense of achievement.
4. Provide a learning environment that embodies physical comfort, mutual respect and trust, freedom of expression, and acceptance of differences.
5. Provide learning based on learners' needs. Mentors help mentees diagnose the gap between what they know and what they need to know or do.
6. Growth and learning are often achieved when mentees can immediately use or apply their new knowledge or skills; provide the opportunity to do so.
7. Keep in mind that at the point when mentees need to do something they don't know how to do, they have a "readiness to learn." Capitalize on the "teachable moment."
8. Remember that adults are what they have done; they have a deep investment in the value of their life experiences. Include and build on your mentee's life experiences.
9. Provide opportunities for mentees to solve problems.
10. Offer honest and constructive feedback with suggestions on how to make improvements to promote progress.

Adapted from *Academy of Medical-Surgical Nurses Mentoring Program*.