

## LCLD Success in Law School Mentoring Program Mentoring Tool Kit: General Tips for Mentors & Mentees

TIPS FOR MENTORS	TIPS FOR MENTEES
Maintain confidentiality to build trust.	
Manage expectations—this isn't an interview, it's a development opportunity.	This isn't a job interview, so be candid and ask the questions that you need answered. Your Mentor is not a recruiting agent.
Expect a two-way learning relationship.	
Listen actively and empathetically.	
Clearly communicate your goals, expectations, and commitments.	
Use your own experiences, observations, and perspectives to impart information and skills, and <b>encourage your Mentee to apply the information and skills in ways that make sense in their lives.</b>	Keep in mind that Mentors often teach by telling stories, so listen for the lessons and ask questions to help apply the lessons to your own life.
Communicate information in small chunks and avoid massive information dumps.	If your Mentor is going too fast or sharing more information than you can digest, ask questions to slow down the conversation.
Do not expect that you will always have the answers to your Mentee's questions and/or challenges. Introduce your Mentee to other attorneys and professionals in your network that can assist your Mentee.	Do not expect your Mentor to have all the answers. Ask your Mentor to help you solve your problems, not solve them for you.
Share your successes and the challenges you faced in accomplishing your successes.	
Find connections and similarities that extend beyond law and careers.	
Honor your commitments and communicate quickly and candidly if you cannot honor your commitments in any way.	
Reach out to LCLD if you need help.	
Use Career Services as a support tool.	Be aware that your Career Services Office is an ally in this process.