



IUPUI MENTORING ACADEMY

Developing a Mentoring Philosophy

A mentoring philosophy can help you throughout the phases of the mentoring relationship, but particularly in the early phase of establishing a clear purpose and goals. Your mentoring philosophy is a statement that explains the way you approach mentoring relationships, including identifying why you mentoring and articulating your goals, wants, and needs in the context of the mentoring relationship.

Mentoring philosophies commonly address how you would do the following.

- Identify mentee goals
- Identify what motivates the mentee
- Develop a relationship founded on mutual respect
- Create a safe environment in which honesty and free exchange of feedback can occur
- Instill ownership of goals/projects in the mentee
- Share your own experience
- Evaluate the mentee's learning
- Evaluate the effectiveness of the relationship

Your mentoring philosophy explains how you approach mentoring relationships and should help guide both you and your mentee through the mentoring relationship.

Instructions: Use the space below to begin drafting a mentoring philosophy that explains why you mentor and articulates your goals, wants, and needs as a mentor. You may also begin to address some of the themes to the left.

What is my mentoring philosophy? *(Continue on back if necessary.)*
