

Being an Effective Mentor: Thoughts from Protégés



Below are the “voices” of over 200 1st and 2nd Year Teachers. They were asked to reflect on their own experiences as protégés and share their thoughts about what an effective mentoring relationship looks like (and feels like!)

Qualities of an Effective Mentor

- Approachable, friendly and happy (young at heart!)
- Attentive Listener
- Positive and non-judgmental
- Calming influence
- Proactive, intuitive, willing to share
- Capable of maintaining a balance between consulting, collaborating and coaching
- Willing to share resources
- Open to new ideas
- Maintains the confidentiality of the relationship
- Demonstrates mutual respect
- Positive outlook on teaching
- Good sense of humour
- Wants to be a Mentor
- Likes teaching
- Laughs

More Thoughts from Protégés

- Make the new teacher feel welcome (go out for coffee, ask how they are doing?)
- Don't be afraid to turn the role down if you don't feel comfortable mentoring a protégé
- Practical information about how to start out is very valuable
- Sometimes it's important to just listen to our frustrations, joys, fears, hopes etc..
- Provide positive input for your protégé...help reduce their anxiety
- Open, non-judgmental communication helps build trust and rapport
- Advocate for your Protégé within the school
- Schedule time for mentor/ protégé to discuss issues and concerns
- Share resources....we'll give them back! (promise!!)
- Be reassured that you don't have to know all the answers for your protégé
- You can learn too...be open, collaborate and share
- Allow your protégé to observe your class
- Thank you, thank you, thank you!