

RF for SUNY Mentor Roles and Responsibilities

A Mentor is a partner and a guide in the learning process with their Protégé. The Mentor possesses skills and experiences that help develop others.

Mentors should:

- Have five plus years of experience in progressive leadership, or be a previous graduate of a relevant program (i.e., RF Mentoring Program or RF Elevation Sessions)
- Commit the time and energy needed to establish and maintain a productive mentoring relationship, including:
 - Attending and learning alongside their Protégé in the class series
 - Meeting together regularly as needed outside of class (in-person or virtually) at least once per month
- Exhibit skills in active listening, coaching, and the ability to establish rapport with others
- Value the development of others

Mentor roles and behaviors include:

- *Empower.*
 - The mentoring relationship should be driven by the needs of Protégés and should emphasize increasing Protégé's understanding and ability to handle problems on their own.
- *Coach and Guide.*
 - Share the knowledge and experience they have gained during their career.
- *Listen Actively.*
 - Mentors act as sounding boards, helping Protégés explore where a course of action might lead and define the gap between what is and what is not needed while ensuring that Protégés retain ownership of the problem and the decision about how to solve it.
- *Provide feedback.*
 - Mentors listen for facts and feelings. They provide clear, non-judgmental feedback.

