

## Quick guide building the relationship

The Building the Relationship phase is focused on the mentee and the mentor taking time to get to know each other, establish trust and rapport, and negotiate the expectations for the mentoring relationship.

<b>What do I have to do?</b>
<b>Mentors:</b>
<p>Take the initiative to ensure that the relationship gets going.</p> <p>Be supportive, helpful, friendly and encouraging.</p> <p>Actively listen to the mentee and show genuine interest in them and their aspirations.</p> <p>Learn more about your mentee.</p> <p>Discuss your expectations for the mentoring relationship. This includes confidentiality, honesty, conflict of role issues and individual boundaries.</p> <p>Complete a mentoring agreement which outlines the ground rules for the mentoring relationship that you have agreed to as mentoring pairs.</p>
<b>Mentees:</b>
<p>Set up a time and location for the first meeting with your mentor.</p> <p>Plan all future meetings with your mentor.</p> <p>Discuss some short and long term goals that you might work on in the mentoring relationship and your future ambitions.</p> <p>Bring along any assessments (eg. End of Rotation assessments, 360 degree reviews) that might be useful to share with your mentor.</p> <p>Learn more about your mentor.</p> <p>Discuss your expectations for the mentoring relationship. This includes confidentiality, honesty, conflict of role issues and individual boundaries.</p> <p>Complete a mentoring agreement which outlines the ground rules for the mentoring relationship that you have agreed to as mentoring pairs.</p>
<b>What will help me?</b>
<p>Use the tools and templates in the 'Building the Relationship' section.</p> <p>Read the article '<b>Conducting an Effective Mentoring Session</b>'.</p>