Ten Tips for a Successful Mentoring	
Be interested	Take the time to be interested in the life of your mentee. Before you start a relationship, take the time to thoroughly understand the person's goals and aspirations. This will allow you to guide and support them in achieving those goals.
Communicate, not control	You need to be on the same page with your mentee. They have the power to make their own career path, and you are there to support them along the way. Don't try to convince them that they need to change their direction. Instead, get them to talk openly about their goals and experiences.
Give inspiration with first project	Ideally, start with a project that is easy to ace. Doing this will give your mentee the confidence and enthusiasm needed to support and motivate your mentee during times of struggle. Varying tasks and deadlines may make it hard to motivate and sustain the relationship.
Allow making mistakes	Your goal should be to let your mentee reach their own conclusions. This will allow them to make their own decisions and reach reasonable conclusions. Having the confidence to believe in them will help build their trust and confidence.
Be empathic	Being an empathic person is very important in any relationship, especially when it comes to software engineers. Being able to support and listen to your mentee's feelings will help build a stronger bond. Being able to identify the differences between them will help you become more attuned to their needs.
Be constructive critic	Don't try to put them down or break their confidence. Instead, try giving them constructive criticism without causing them any hurt. If they start to be defensive, try supporting them by asking them to listen to you.
Don't give just answers; give resources	Mentorship is about helping your mentee grow into their goals, and it doesn't involve telling them how to do their work. Instead, it's about providing them with resources that can help them reach their goals.
Share network, provide contacts	Getting to know your network is very important in order to get the most out of your time as a mentor. As a software engineer, it's also important to introduce your new mentee to your circle. Having them in your circle will allow them to connect with other developers and industry leaders.
Check-in on mentee	One of the most important steps in establishing a good relationship is to regularly check-in with your mentee. This will help build their confidence and allow them to feel like they can always rely on you.
Professionalism first	You want to make sure that your interactions with your mentee are professional and maintain mutual respect. The person should be able to keep their conversations private. Doing so will help build a safe space for them.

Best and Worst Qualities in a Mentor

Best Mentor Traits	Worst Mentor Traits
⊕ Positivity	⊖ Negativity
⊕ Honesty	⊖ Impatience
⊕ Leadership	⊖ Egocentric
⊕ Empathy	⊖ Poor Communication
⊕ Confidence	⊖ Disrespect
⊕ Respect	⊖ Lack of Trust

Mentees:

Tips for being good mentee

- Mentor is a guide, so it's important that you **set realistic expectations.** Having expectations can help avoid awkward situations and make the relationship more successful.

- **Your mentor is a volunteer**, so it's important to remember that they are there for you when you need them most. They are there to help you grow and develop, and they will take time out of their schedule to do so. As a mentee, you should not overuse the amount of time that you spend with your mentor. Don't be late for calls and meetings, don't miss them without a good reason.

- Your mentor cannot provide everything that you need at once, so it's important that you take ownership of your learning. You should also be willing to **ask questions and participate in the conversations** to develop a deeper understanding of what you are learning.

- Establishing trust is not an automatic process. Both of you will need to **work on developing this relationship** in order to establish a channel of communication.

- Like any relationship, your mentor should be able to accommodate your needs. However, like in any relationship, they should also be able to give you feedback so that you can grow as a good mentee. **Be honest** with them if something is not working, and tell them that you need to change. Show them that they are there to help you.

- A mentorship can be an amazing way to improve yourself, as it allows both of you to grow. **Be flexible and learn** as much as possible. Take the necessary risks to make sure that you are both on the same page. Having someone else commit to your progress will allow you to remove barriers and start making new connections.

Some additional tips and advice for both Mentors and Mentees:

https://blog.pragmaticengineer.com/developers-mentoring-other-developers/