

Approachability	Let your protégées know you are interested and available. Share personal information and relate to them. Let them know they can come to <u>you</u> and you care
Sharing	Share experiences, feelings, observations and knowledge openly. Establish a pattern of mutual information exchange. Encourage trying new things and expanding their knowledge.
Confidentiality	Honor sensitive personal or professional information either of you might share.
Openness	Find ways to make sure contact is regular and meaningful.
Trust	Ensure your protégés feel free to discuss issues without fear of reprisal or judgment. Create an atmosphere where it is comfortable to test ideas and explore.
Respect	Let your protégés know you respect their time and opinions. Acknowledge their skills and progress.
Appropriate feedback	Express how you feel in a respectful and gentle manner. Timely, assertive, empathetic and honest communication is important.
Technical expertise	Remain current with your own knowledge (or acknowledge if you might not be and suggest where your protégés might seek additional information).
Support	Be motivating, encouraging, positive and empowering. Provide emotional, intellectual and practical support.
Commitment	Invest sufficient time in the relationship...mentor regularly.
Desire	Be truly interested in helping someone else, without promise of help in return.
Reliability and consistency	Both you and your protégé should carry out agreed-upon actions.