

Laws of Mentoring

1. **The Law of Positive Environment**
Create a positive environment where potential and motivation are encouraged and options discussed.
2. **The Law of Developing Character**
Nurture a positive character by helping to develop not just talent, but a wealth of mental and ethical traits.
3. **The Law of Independence**
Promote autonomy; make the mentee independent of you, not dependent on you.
4. **The Law of Limited Responsibility**
Be responsible to them, not for them.
5. **The Law of Shared Mistakes**
Share your failures as well as your successes.
6. **The Law of Inspection**
Monitor, review, critique and discuss potential actions. Do not just expect performance without inspection.
7. **The Law of Small Successes**
Use a stepping-stone process to build on accomplishments and achieve great success.
8. **The Law of Direction**
It is important to teach by giving options as well as direction.
9. **The Law of Risk**
A mentor should be aware that a mentee's failure may reflect back upon him. A mentee should realize that a mentor's advice will not always work.
10. **The Law of Communication**
The mentor and the mentee must balance listening with delivering information.
11. **The Law of Fun**
Make mentoring a wonderful experience—laugh, smile and enjoy the process.

