Ten Tips for Mentoring Partnerships

1. Listen to the **academic stories** of others and share your own to establish mutual understanding and respect.

2. Focus on **authenticity** and leave behind assumptions about personal identities, culture, and experiences to create an inclusive environment.

3. Create a **Mentoring Universe** to build a support network.

4. **Align expectations** on roles and responsibilities to focus the partnership.

5. Collaborate on **mentoring agreements** for goals, timelines, and communication plans to build accountability.

6. **Ask difficult questions** and listen actively to build trust.

7. Focus on strengths before offering **constructive feedback** to enhance communication.

8. **Solve problems together** through initiating difficult conversations to deepen mutual respect.

9. Share **strategic plans** for career advancement to create professional opportunities.

10. **Celebrate achievements** and provide **support during challenges** to create a meaningful mentoring experience.