



## FIRST-GENERATION MENTOR PROGRAM

# Guiding Mentorship Principles

## AGREE ON CONFIDENTIALITY

Within a mentorship, confidentiality is a critical component of building trust between individuals.

Without a mutually understood ability to speak freely as the situation warrants, the relationship is unlikely to reach its full potential. In the virtual, space, be mindful of messages and language used in text.

## STRIVE FOR MUTUAL BENEFITS

From the beginning of the mentorship, both parties should strive for goals to achieve as a unit. Each participant has committed to the relationship by choice. Each should openly share their goals at the beginning of the relationship and work collaboratively to help achieve them.

## LISTEN AND LEARN FROM EACH OTHER

Mutual benefit and honesty can only be achieved when both members feel their viewpoints are heard and respected. Mentors, especially, need to remember that the relationship is not primarily about them. Mentors and mentees should not be intimidated or made to feel their views are not valued.

## BE ACCOUNTABLE

Not only does a mentorship require goals, but to also follow through with meeting those goals. Be sure to give advance time notice and communicate clearly about time commitments or missing meetings.

## LEAD BY EXAMPLE

Actions create the most lasting impression. Mentorship is about impact and your actions can influence the partnership.

**Questions? Email [msamtani@usc.edu](mailto:msamtani@usc.edu)**