



Mentee Characteristics and Behaviors

Characteristics	Behaviors
Internal locus of control	<ul style="list-style-type: none">• Takes charge of the relationship
Positive attitude to personal development	<ul style="list-style-type: none">• Clearly examines and expresses developmental needs• Helps identify goals• Works to accomplish goals
Openness to feedback and mentor recommendations	<ul style="list-style-type: none">• Actively solicits both positive and negative feedback• Carefully analyzes feedback and recommendations• Incorporates feedback and recommendations into personal development• Shares with mentor those reasons for not acting upon feedback and recommendations
Trustworthy	<ul style="list-style-type: none">• Demonstrates follow-through in all aspects of the relationship• Committed to fulfilling the Mentoring Agreement and development plans
Respect	<ul style="list-style-type: none">• Maintains confidentiality• Maintains appropriate interpersonal boundaries with mentor

Adapted from Klasen, Nadine; Implementing Mentoring Schemes: A Practical Guide to Successful Programs (with David Clutterbuck), Butterworth-Heinemann, Oxford, 2002