



A Fraternal Organization

## BEST Practices of Effective Mentors

Effective Mentors	Poor Mentors
<b>Practices of Effective Mentors</b>	<b>Practices of Ineffective Mentors</b>
Make a commitment to be consistent and dependable – to maintain a steady presence	Have difficulty meeting the new member on a regular basis
Pay attention to the new members needs & interests	Demand that the New Member play an equal role in initiating contact.
Respect the new member viewpoint.	Adopts a parental or authoritative role in interaction with the new member.
	Are pushovers
<b>Habits of Effective Mentors</b>	<b>Habits of Ineffective Mentors</b>
Opening your mind to new perspectives...	Closing your mind before hearing all the facts
Listening to the whole message	Hearing only part of what is being said
Listening with understanding	Making instant assumptions
Asking for clarification	Thinking you know what is being said
Getting the message without judgment	Putting the speaker down
Not interrupting	Interrupting before the speaker is finished
Listening rather than pretending to listen	Judging, criticizing, blaming
Creating a positive, comfortable environment	Moralizing, preaching, should's or ought's
Identifying and replacing negative words	Creating or allowing distractions
	Ordering, directing, commanding
	Teaching, lecturing, giving logical arguments
	Withdrawing, distracting, sarcasm, humoring, diverting
	Imposing Values