



# Building the Relationship

The **Building the Relationship** phase is focused on the mentee and the mentor taking time to get to know each other, establish trust and rapport, and negotiate the expectations for the mentoring relationship.



## What do I have to do?

### Mentors:

- Take the initiative to ensure that the relationship gets going.
- Be supportive, helpful, friendly and encouraging.
- Actively listen to the mentee and show genuine interest in them and their aspirations.
- Learn more about your mentee.
- Discuss your expectations for the mentoring relationship. This includes confidentiality, honesty, conflict of role issues and individual boundaries.
- Complete a mentoring agreement which outlines the ground rules for the mentoring relationship that you have agreed to as mentoring pairs.

### Mentees:

- Set up a time and location for the first meeting with your mentor.
- Plan all future meetings with your mentor.
- Discuss some short and long term goals that you might work on in the mentoring relationship and your future ambitions.
- Bring along any assessments (eg. MBTI, DISC, StrengthsFinder) that might be useful to share with your mentor.
- Learn more about your mentor.
- Discuss your expectations for the mentoring relationship. This includes confidentiality, honesty, conflict of role issues and individual boundaries.
- Complete a mentoring agreement which outlines the ground rules for the mentoring relationship that you have agreed to as mentoring pairs.

## What will help me?

- Use the tools and templates in the 'Building the Relationship' section on ACEM's Mentoring Program webpage.
- Read the article 'Conducting an Effective Mentoring Session'.
- Revisit the 'building the relationship' section of the handbook 'Mentoring: a guide for emergency doctors'.

