

Table 2. Mentor and Mentee Dos and Don'ts

Mentor Dos	Mentor Don'ts
Do provide mentorship only in your areas of expertise. Suggest other mentors as resources outside your expertise or when the attempted mentoring relationship is not working.	Don't take on more mentees than is realistically manageable.
Do indicate openness to being a mentor. Be accessible to the mentee.	Don't treat mentees as free labor.
Do maintain clear, distinct boundaries with the mentee. Set clear expectations.	Don't make personal requests of the mentee.
Do treat the mentee professionally and in an ethical fashion. Be thoughtful and sensitive about the mentee's feelings and time.	Don't gossip about the mentee.
Do model professional behavior.	Don't micromanage the mentee. Provide advice and counsel, but do not direct the mentee to take specific actions.

Mentee Dos	Mentee Don'ts
Do set specific goals and expectations for the mentoring relationship. Clearly communicate what you want from the relationship. Maintain distinct boundaries and understand what the mentor expects.	Don't expect the mentor to make decisions for you. Learn to resolve problems and issues independently of the mentor.
Do be proactive. It is the mentee's responsibility to maintain contact with the mentor and schedule future interactions.	Don't take advantage of the mentor. Respect the mentor's time and help.
Do treat the mentor professionally and in an ethical fashion. Be thoughtful and sensitive about the mentor's feelings and time.	Don't gossip about the mentor.
	Don't take rejection of a mentoring request personally.