

Tips for Mentoring Internship Participants

Mentoring allows for a trusting relationship between the participant and their mentor(s). Below are some recommendations for employers to keep in mind to create a positive mentoring environment for interns:

- Demonstrate task performance by doing the task while the participant observes;
- Ensure to clearly explain how to perform the task correctly and why it is performed a certain way;
- Monitor and coach the participant as they attempt to do the task;
- Be a positive example for the participant;
- Model problem-solving by thinking aloud and demonstrating problem-solving strategies;
- Avoid messages that may lead to the expectation of perfection, and let the participant learn from their mistakes;
- Ask open-ended questions and be available for the participant to ask questions;
- Keep a watchful eye and be a great listener;
- Be consistent with communication, engagement and goals;
- Be active and create a positive learning environment for the participant;
- Use the skills outlined in the learning agreement to focus mentoring conversation

