

16 Laws of Mentoring

1. **The Law of Positive Environment**
Create a positive environment where potential and motivation are released and options discussed
2. **The Law of Developing Character**
Nurture a positive character by helping to develop not just talent, but a wealth of mental and ethical traits
3. **The Law of Independence**
Promote autonomy; make the protégé independent of you, not dependent on you
4. **The Law of Limited Responsibility**
Be responsible to them, not for them
5. **The Law of Shared Mistakes**
Share your failures as well as your successes
6. **The Law of Planned Objectives**
Prepare specific goals for your relationship
7. **The Law of Inspection**
Monitor, review, critique, and discuss potential actions. Do not expect performance without inspection
8. **The Law of Tough Love**
Acknowledge the need to encourage independence in the protégé
9. **The Law of Small Successes**
Use a stepping-stone process to build on accomplishment and achieve great success
10. **The Law of Direction**
It is important to teach by giving options as well as direction
11. **The Laws of Risk**
A mentor should be aware that a protégé's failure might reflect back upon him or her. A protégé should realize that a mentor's advice might not always work
12. **The Law of Mutual Protection**
Commit to cover each other's backs. Maintain privacy. Protect the integrity, character, and the pearls of wisdom you have shared with one another
13. **The Law of Communication**
The mentor and the protégé must balance listening with delivering information
14. **The Law of Extended Commitment**
The mentoring relationship extends beyond the typical 9-to-5 business day and/or traditional workplace role or position
15. **The Law of Life Transition**
As a mentor, when you help a protégé enter the next stage of his life or career, you will enter the next stage of yours
16. **The Law of Fun**
Make mentoring a wonderful experience - laugh, smile, and enjoy the process

Wickman, F. & Sjodin, T. (1997). Mentoring: The Most Obvious Yet Overlooked Key to Achieving More in Life Than You Ever Dreamed Possible.