



Those complicated moments in mentoring.....

Those complicated moments in mentoring can sometimes create stress and worry, leaving even the most seasoned mentor to wonder, what should I do? At last month's Seedling Mentor Training, Mentor Directors challenged participants to consider some common mentoring dilemmas highlighted in "*The Mentor's Field Guide*" and engaged mentors in discussing how best to respond with authenticity and care.

Mentor Dilemma - My mentee and I come from different economic, cultural, racial, or ethnic backgrounds. How can I honor and accommodate these differences?

We are all unique, with our own stories and history. Mentors and mentees coming together from diverse backgrounds present us with an opportunity to share and learn from one another, expanding our horizons.

Ways to honor your differences:

- Show an interest in your mentee's ethnic and cultural identity and share about yours.
- Learn about your mentee's family traditions by asking how he/she celebrates holidays.
- Encourage intergenerational stories; ask about extended family and what qualities he/she admires about them.

Always be mindful of any preconceived notions you may have related to your mentee's background or culture. Your success will depend on your ability to build a bridge between your world, your mentee's world, and the larger world around you both. Consult with your Mentor Director if there are disconnects between you and your mentee that are challenging to understand.

For more mentor dilemmas - click [here](#).