**VA3: Typical pitfalls and problems for mentors**

**N.B.** trainer/s can add any new pitfalls and problems to the list that they might have observed or experienced. Then print them out and cut them into separate pieces of paper to hand out to participant pairs for the Module 2 Full-group advice clinic: Typical pitfalls and how to avoid them.

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| 1. | Mentor underestimating the time it takes |
| 2. | Mentor working with differences ineffectively wanting the mentee to be like them |
| 3. | Mentor breaking confidentiality |
| 4. | Expectations of the mentee and mentor not clarified |
| 5. | Mentor contradicting what the mentee’s supervisor is saying |
| 6. | Resentment from the mentee’s supervisor, not being involved, consulted, respected |
| 7. | Disruption of frequent location changes for either mentee or mentor |
| 8. | Departmental culture, e.g. lack of trust, people used to direction not empowerment |
| 9. | Unrealistic expectations on both sides |
| 10. | Insufficient energy on part of mentor, mentee or both (typically, not meeting frequently enough) |
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Etc.