



# VIRTUAL MENTORING TIPS



## KEEP CALM AND MENTOR ON

## KEEP MENTORING

Continue the relationship. It's really natural and all too easy to cancel mentoring meetings during times like these. However, everyone wins if you continue to create the time and mental space for each other. Yourself included. Don't just keep the one hour meeting, be REALLY present for it.

## GET FACE TIME

In this virtual world, we love communicating with emails, texts and chats. Now is a good time to also incorporate more human interactions with with phone calls and video chats.



## KEEP IT REAL

Amp up the personal awareness. If your previous meetings were 10% personal and 90% professional, create the space for increased personal. But don't force it. Every person processes difficult times differently. Some people will want to talk about their personal situation. Some people are worn out by that and just want to get back to work. They want 'time off' from their personal struggles. The net is, let your partner's needs and health be your guide.

## ALLOW MESSINESS

During high stress times, people say and do strange things. All of us. And everyone's peculiar in a different way, at different times, and to different extents. You never know how people are going to react from situation to situation and day to day. Give your fellow humans the room to express themselves. While you're at it, give yourself some understanding when you do it too.



## SHOW YOU CARE

Above all, make sure people feel your care. Most of us go through our daily lives assuming that the people around us understand that we care. Why else would we be doing everything we're doing, right? These days it's important to make sure people feel the care, not just hear the words.