

**Clarify What You Offer**

Reflect on your motivations and what you can provide—whether it's industry insights, leadership advice, or networking support. Tailor your approach to the mentee's needs.

Create a Welcoming Environment

Build trust from the start. Share your own experiences and challenges and encourage open dialogue. This helps mentees feel comfortable and engaged.

Discuss Mutual Expectations

Mentors and mentees should agree on a schedule that works best for both of you. The most important thing is to discuss your mutual expectations about time and communication at the start of your relationship.

Practice Active Listening

Go beyond surface-level conversations. Ask thoughtful questions that help mentees articulate their goals and reflect on their growth. Listening deeply is more impactful than offering quick solutions.

Encourage Goal Setting and Reflection

Help mentees define and refine their goals. Revisit these regularly to ensure the relationship remains purposeful and aligned with their development.

Be Flexible and Supportive

Understand that mentees may need time to find their footing. If they're hesitant or unresponsive, consider reaching out again to re-establish the connection.

Have questions or need assistance with your mentoring match? Contact Member Services at membership@tx.cpa or call us at 800-428-0272.