

**MENTORS' UNREALISTIC AND REALISTIC EXPECTATIONS**

*A mentor's unrealistic expectations can leave both mentor and mentees frustrated and disillusioned. Realistic expectations reduce stress and help the mentoring process to proceed in a smooth fashion.*

UNREALISTIC	REALISTIC
<p>My mentees will change by tomorrow. They will immediately improve their attitudes and behaviors.</p>	<p>It will most likely take time for me to make changes in my mentees' life (if they change at all). I shouldn't expect someone to transform because I've spent a few hours with him or her. I'm not the magic pill or the instant fix for my mentees.</p>
<p>If I don't see a quick change in my mentees, it's a negative reflection on me.</p>	<p>Not seeing changes in my mentees doesn't mean I'm a bad mentor. Mentoring is not a contest, and it is not about me.</p>
<p>I need to be a perfect mentor, never make a mistake.</p>	<p>It's okay to make mistakes as a mentor. I may take the wrong approach, or say things the wrong way from time to time, but my mentees will be resilient as long as they know I have their best interests at heart.</p>
<p>If my group is unruly, it means I am a failure as a mentor.</p>	<p>Having an unruly group may be frustrating for you, but it doesn't mean you are a bad mentor—it probably does mean you have a difficult combination of mentees to work with.</p>
<p>I will always keep my cool when mentees act out.</p>	<p>It's the rare mentor who never loses their cool. If an individual or a group exhibits behavioral issues, I will most likely be irritated from time to time. But, I will continue to try and control my emotions.</p>
<p>My mentees will be so thankful to receive my help that they will tell me so—and frequently!</p>	<p>My mentees may never be able to say, "thank you". That's okay, I will <b>GIVE MENTORING AS A GIFT!</b></p>