How to Mentor

**M**eet

**E**xplain

**N**ewbie

**T**each

**O**bserve

**R**espect

Sit with new members and explain the workings of the organization. For example, explain the raps of the gavel. Explain/Teach them the sections of the ritual they are experiencing. Observe their reactions to the workings of the organization. Answer their questions respectfully. Encourage them to be involved but support their reluctance to just jump into something. Be positive and supportive!

Make sure they have a person to contact to ask questions after everything sinks in!

No one should be left alone in a new job/role without resident experts to assist them. That is how we learn. A gentle training, day by day, week by week, will lead to a stronger future. Build a mentoring team. Everyone has different strengths and working together will be very beneficial in helping our new members.

**C**atch them when they’re new

**A**sk them to participate

**R**emember what it was like to be new

**E**ngage them in a program that fits them