**Mentorship: When it works and when it doesn’t**

A healthy mentoring relationship is:

* practical
* useful
* challenging
* fun
* inspiring
* motivating
* active (both parties engaged)

There needs to be:

* compatibility between mentor and mentee
* clear expectations
* clear boundaries
* clear communication
* goals
* respect for differences
* investment of time and energy (mentor and mentee)
* honesty
* trust
* openness
* accommodation of difference
* respect
* generosity
* enthusiasm
* deep listening
* confidentiality
* humour
* healthy risk taking

***A successful art mentorship needs to be focused on art.***

Ingredients of an unhealthy mentoring relationship include:

* lack of trust
* lack of confidentiality
* infrequent contacts (time not invested)
* lack of focus/goals
* lack of guidelines/parameters or guidelines not respected
* incompatibility of mentor and mentee
* lack of preparation
* disorganization
* unchecked power dynamics
* insensitivity to race, ethnicity, gender, class, ability, etc.
* unclear communication
* unrealistic expectations
* mentor incompetence (technically or relationally)
* boundary violations (can include problematic attraction)
* jealousy
* unresolved disputes