

## PROMOTING EFFECTIVE E-MENTORING RELATIONSHIPS

This document gathered and compiled information from a research paper, E-Mentoring Supplement, that was written and published by Mentor, The National Mentoring Partnership. The purpose of this document is to provide our Bigs with tips and research on how to effectively maintain and carry out an e-mentoring relationship during this time of social distancing.

### HOW TO FORM EFFECTIVE E-MENTORING RELATIONSHIPS

- Effective e-mentoring relationships are formed through high-quality interactions and conversations between mentors and mentees.
- Communication between mentors and mentees should be frequent, primarily mentee focused, and two-way so that the mentor and mentee are both contributing to the relationship.

### FACTORS THAT INFLUENCE YOUR E-MENTOR RELATIONSHIPS

- For newer relationships, try to avoid text-based communication (SMS, email, chats) as there is a higher likelihood for misinterpretation or miscommunication such as a failure to identify a sarcastic comment from a serious comment.
- Mentors can foster a stronger social presence (the feeling of being in-person) using emoticons and other techniques.
- Mentors can encourage their mentee to say more by describing their emotional reactions to what they're saying. For example, using "LOL" or "Laughing out Loud".

### FREQUENCY OF INTERACTION

- Frequency of interaction between mentoring partners is key when determining a successful e-mentoring relationship.
- Mentees may experience significant anxiety or stress if they do not receive a prompt response from their mentors. This can be a common issue that can arise in e-mentoring relationships.
- When there are high levels of interaction between mentoring partners, mentees are more likely to report that the relationship was beneficial and successful.
- Technical issues can be a major barrier to the development of effective relationships, and this should be addressed early on in the e-mentoring relationship to avoid infrequent communication between the mentoring partners.