NIH Management Cadre Program

Guiding Principles for the
Preceptor/Mentor Relationship

- Supports the needs and aspirations of the program participant; encourages him/her to accept challenges and overcome difficulties

- Exhibits patience and is willing to spend and provide adequate time serving in the role of preceptor or mentor

- Motivates and inspires the program participant to do better; through encouraging feedback and challenging work assignments and through stretching his/her potential

- Is respectful of the program participant, accepting his/her limitations without judgment

- Manages and guides the learning of the program participant

- Teaches specific job skills, management skills, or personal/social/political skills and how to succeed in the organization's culture

- Provides program participant with visibility through securing challenging projects and assignments for mentee, and by talking to others about his/her accomplishments

- Demonstrates self-confidence and is able to appreciate the program participant's accomplishments through expressing pride in them and does not see them as a threat