46 Rules for Men Who Mentor Women

from *Athena Rising: How and Why Men Should Mentor Women*, by W. Brad Johnson & David Smith

1. First, Do No Harm.
2. Know Thyself I: Confront Your Gender Biases
3. Know Thyself II: Understand Your “Man Scripts”
4. Be “That” Guy
5. Practice Humility (You’ve Probably Never Been a Woman)
6. She’s More Like You Than You Think
7. You Are Neither the First nor Most Important Man in Her Life
8. Take Initiative and Be All In
9. Listen! (Don’t Talk So Much)
10. Let Her Decide (Don’t Assume)
11. Maintain a Learning Orientation
12. Be Her Friend
13. Be Honest, Direct, and Unconditionally Accepting
14. Affirm that She Belongs (Over and Over Again)
15. Leave Your Competitive Instincts at the Door
16. Be Attuned to Outside Perceptions and Discuss Them Openly
17. In Public, Treat Her Like You Treat the Guys
18. Let Her Cry If She Needs to Cry
19. Welcome Increasing Friendship and Collegiality
20. Prepare for Transitions and Endings
21. Make Sure She Gets Included
22. Teach Her What She Needs to Know (Provide Access to Hidden Politics)
23. Challenge Her! (And Provide the Support to Go with It)
24. Walk the Razor’s Edge Between Protection and Empowerment
25. Open Doors and Put Her Name Forward
26. Share Power and Social Capital
27. Brag About Her in Public; Provide Correction in Private
28. Help Her Sharpen Her Leadership Style (Don’t Change It)
29. Be a Watchdog for Disparities at Work
30. Help Her Construct a Rich Constellation of Career Helpers
31. Discern and Honor Her Career Vision
32. Remember, She (Probably) Has More Work Outside of Work Than You
33. Honor Her Approach to Work-Life Balance
34. Take Every Opportunity to Build Her Confidence
35. Encourage Excellence but Challenge Perfectionism
36. Champion Her Assertiveness
37. Challenge Her to Take Full Credit for Her Accomplishments
38. Affirm Both Her Professional Identity and Her Sense of Self As a Woman
39. Don’t Be Dominant and Overbearing
40. Don’t Make Her Choose Between Reason and Emotion
41. Don’t Misinterpret Her Reticence About Promotions
42. Don’t Promote Her Before She’s Ready (Benign Sabotage)
43. Don’t Be a Benevolent Sexist
44. No Cloning Allowed!
45. Never Entertain the Possibility of Sex
46. Never Attempt to Hide the Mentorship from Your Spouse or Partner