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| Mentor’s Commandments  **Facilitate not clone** |
| **Uniqueness is important** |
| **Consistency is critical** |
| **Provide honest feedback** |
| **Empower rather than solve** |
| **You are not responsible, you have shared responsibility** |
| **Appreciate what you’re given** |
| **It’s not coaching; it’s mentoring** |
| **Honor your limits and boundaries** |
| **Listening is hard, giving advice is easy** |