**Toolie & Tukfwa: You can’t mentor everyone**

Toolie is a professor at a big university in the UK/Canada and has been asked to mentor Tukfwa from Zimbabwe, who is quite ambitious and has a lot going on at the same time. Tukfwa is at the start of her Master's programme,while trying to apply for a Ph.D., doing a consultancy job with a top non-profit in Zimbabwe, volunteering for a social cause on campus, and at the same time managing her non-profit back home, which is focused at combating gender based violence. Tukfwa has also just experienced racism on her first day on campus. She sat close to a white lady who stood up, changed her seat, and sat with those who looked like her. Tukfwa was frustrated and angry from this incident, so she decided to start a school-based initiative with four other black friends to fight racism on campus. However, due to having so many things on her plate, she started feeling that she was burning out and which she shared with Toolie during their first mentoring session with Toolie, after also speaking about all her work and achievements. Toolie felt that she was not experienced enough to help her, but she was scared to say no to Tukfwa, although she didn’t want to take on this mentee.

**Case Issues:**

Academic & work-life balance

Complex mentee issues

Dealing with an overachiever

Boundaries

**Possible Guiding Questions:**

How would you approach this mentoring relationship? Is this something you think the mentor should take on or not?

How would you process saying ‘’no’’, if you turn down a mentoring relationship?

How would you respond to the needs of the mentee if you took on this mentoring relationship?

How would you work with an overachiever or engage with them?