

# MENTORING

## Definition

Dynamic, reciprocal relationship in a work environment between an experienced individual (the mentor) and a beginner (the mentee). It's a process by which the mentor guides the mentee in the development and re-examination of their own ideas, learning, and professional development.

Learning Process	Relationship
Advice and Guidance	Advice and Guidance
Professional Socialization	Communication
Goal Setting	Motivation and Inspiration
Skill Development <ul style="list-style-type: none"> <li>• Research</li> <li>• Clinical</li> <li>• Speaking</li> <li>• Writing</li> </ul>	Counseling <ul style="list-style-type: none"> <li>• Career</li> <li>• Professional and Personal Demands</li> <li>• Values Clarification</li> <li>• Goal Setting</li> </ul>

## Key Ingredients

- Mutual commitment and agreement
- Realistic expectations
- Clearly identified goals
- Regular interaction
- Mutual respect and trust
- Safe space for dialogue
- Effective communication
- Active listening



## Practical Tips for Effective Mentoring

---

- Mentoring is a skill that can be learned and enhanced
- Mentor should serve as a sounding board for the mentee, allowing for opportunities to articulate concerns
- Mentor can educate mentee about institutional culture and how to navigate it effectively
- Mentor should NOT demand or impose his/her values or ideas on the mentee
- Mentor conveys respect for the mentee by accepting mentee's choice of action and life plan
- Mentor may identify additional resources to assist mentee and provide instruction or referral
- Mentor may serve also “sponsor” mentee by facilitating invitations for mentee to serve in larger roles
- Mentee should be the driver of relationship and direct the agenda covered
- Mentee needs time for self-reflection and growth
- Mentee must be honest with mentor
- Make feedback bi-directional
- Mentoring may be time limited (focused on a project)
- Mentoring is beneficial to both the individual and institution
- In all cases, the effectiveness of the mentoring relationship is demonstrated by the progress and advancement of the mentee

“The delicate balance of mentoring someone is not creating them in your own image, but giving them the opportunity to create themselves.” - Steven Spielberg

YG/2/2017

UTRGV-SOM GME