

More on Mentoring

Profile of a Mentor

A mentor is open-minded and through active and respectful listening provides practical guidance on key issues defined by the mentee. The mentor establishes a very strong rapport and professional friendship by being able to relate and be empathetic. The mentor provides encouragement, motivates, and challenges performance. A mentor is honest and confidential in giving reliable, realistic, and appropriate advice through innovative thought and strong problem solving. A mentor also sets high standards for performance and provides ongoing assessment that leads to growth academically and personally. Both mentor and mentee have performance criteria. A mentor seeks to be a self-grower and helps the mentee to become a self-grower also. A mentor focuses on professional development of both the mentee and mentor through motivation to perform exceptionally. The mentor is a strong and well respected professional who is a quality role model. A mentor provides a strong perspective and is accessible professionally to share relevant experiences. The mentor is willing to take significant risks to support the right type of advocacy.

A mentor is...

a trusted advisor, a provider of wise counsel and advice (*Oxford Dictionary*)

a teacher, coach, advisor (*Pacific Crest Teaching Institute Handbook*)

“a particular kind of relationship in which a person with identified abilities or competencies enables another human being to develop his/her own abilities and talents; a close personal relationship, a process of working together to achieve agreed upon goals; a mutual relationship, with mentors and mentees deriving satisfaction from their alliance” (Williams, Philip, *Mentoring At-Risk Students*, Mentor 2000, Long Beach, CA, 1992.)

“an adult who, along with parents, provides young people with support, counsel, friendship, reinforcement and constructive example; mentors are good listeners, people who care, people who want to help young people bring out strengths that are already there. A mentor is a guide, friend, listener, coach, responsive adult. A mentor is not a savior, foster parent, therapist, cool peer.” (*National Mentoring Partnership*, <http://www.mentoring.org>)

Key Concepts

1. A mentor believes in the potential and efficacy of the mentee.
2. A mentor counsels by prompting self-discovery.
3. A mentor advocates when advocacy is appropriate and requested by the mentee.
4. A mentor demonstrates a commitment to do what is needed within the boundaries of the relationship.
5. A mentor is respected in the community shared by both mentor and mentee
6. A mentor demonstrates awareness and acceptance of different viewpoints and value systems.
7. A mentor challenges a mentee to reach his or her desired outcomes.
8. Both the mentor and mentee must consistently show mutual respect and trust.
9. Both mentor and mentee are as conscious of the process as they are of the product.

10. The mentoring relationship is based upon clear communication with active listening.
11. The mentoring relationship is voluntary.
12. The mentoring relationship includes integrated and high-quality assessment.
13. The mentoring relationship is based on honest give and take.
14. The mentoring relationship is based on very focused growth needs of the mentee.
15. The mentoring relationship offers growth opportunities for the mentor.
16. The mentoring relationship has a natural agreed-upon closure point.

MENTORING METHODOLOGY**1 → 2 → 3**

Relationship Phase	Step
Establishing	1. A need for mentoring is recognized by the mentee.
	2. The mentee selects an appropriate mentor.
	3. The mentor clarifies goals with the mentee.
	4. The mentor and mentee put together a quality plan.
	5. Both mentor and mentee make a commitment to follow through with the plan.
	6. The mentor and mentee design an assessment plan.
Maintenance	7. The mentor and mentee implement the plan (including the assessment plan).
	8. The mentor monitors the progress of the mentee, appropriately providing support and challenge.
	9. The mentee and mentor celebrate growth at key points.
Closure	10. The mentor and mentee celebrate final success.
	11. The relationship between the mentor and mentee is changed.