

What is mentoring?

Mentoring is a process for the **informal** transmission of knowledge, social capital and psychosocial support. It entails **informal** communication, usually face-to-face and during a sustained period of time.

Boseman and Feeney, 2007, p.731 (Mentoring theory and research)



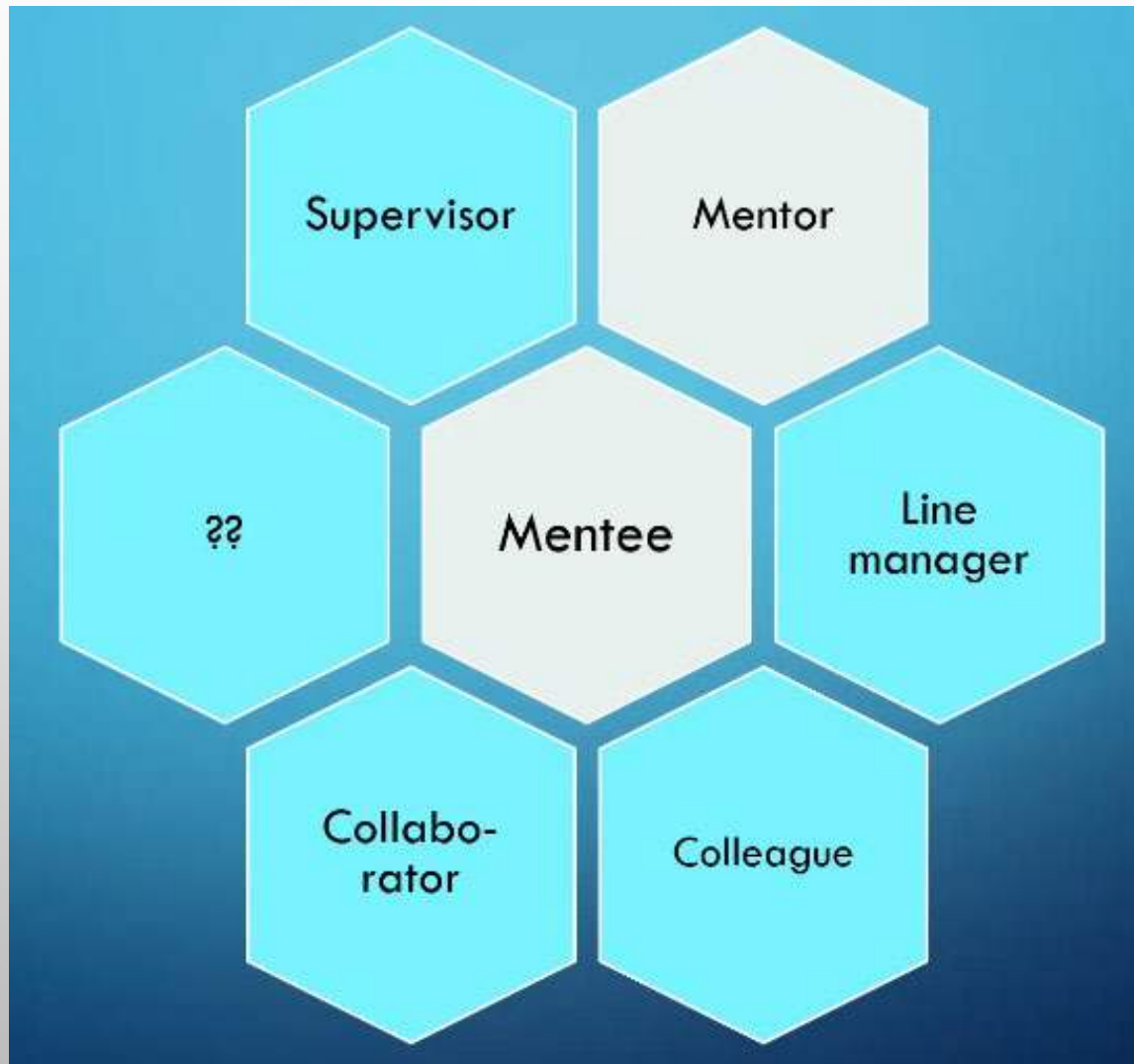
The role of a mentor(s)



- Offering a sounding board to test your ideas
- Advice if facing a challenge
- Share insights / experience
- Facilitate networking opportunities
- Fill the gap between technical and soft skills

NB: does not have to be the same person

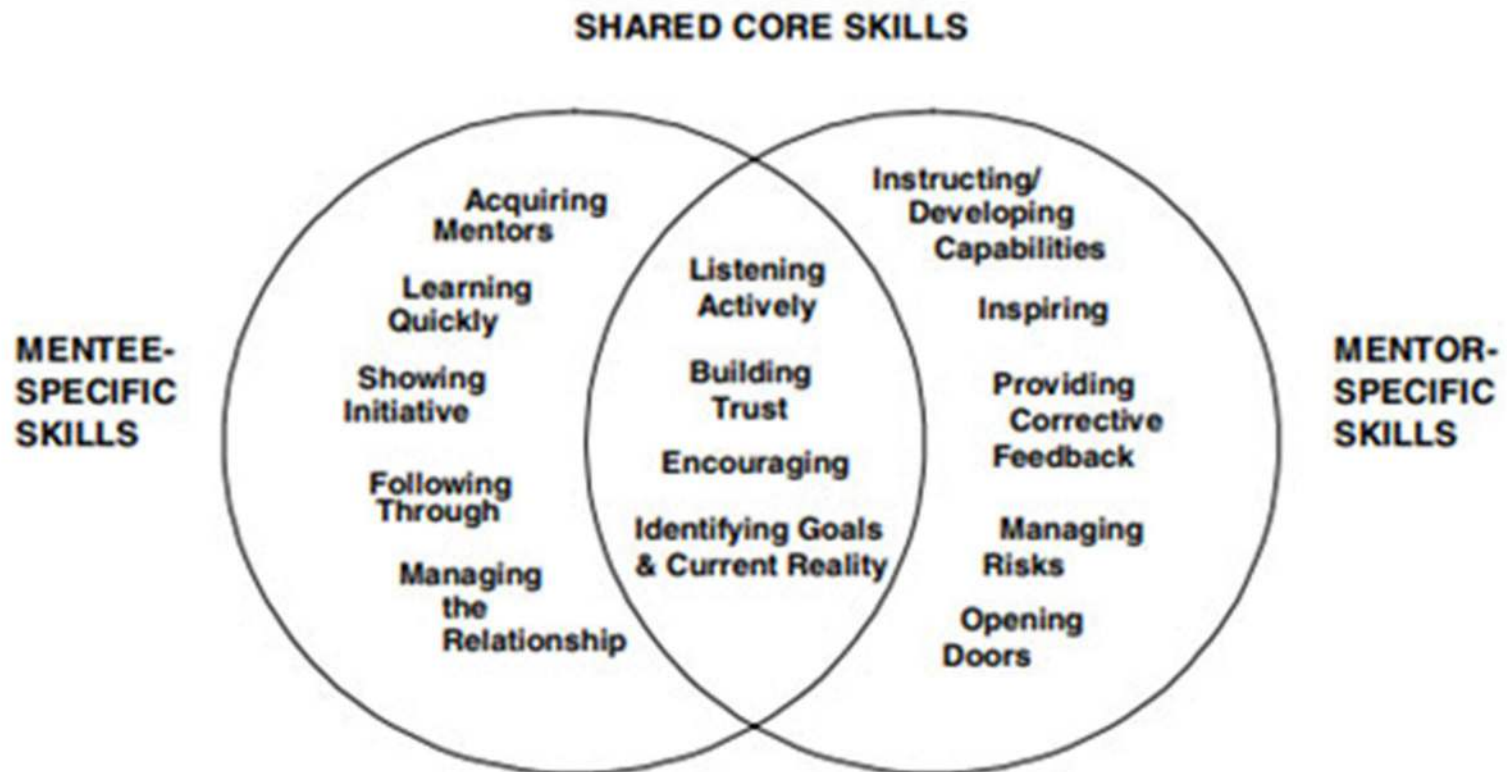
How to choose a mentor?



The mentor-mentee relationship

... is not a one-way street!

THE MENTORING SKILLS MODEL



Some important points for mentees

Before you
approach a
mentor

Mentor-
mentee
relationship

Change /
end of
relationship

- Be clear about what you want from a mentor:
 - What are your specific needs? What would be a successful outcome?
 - Match your personal and/or professional values
 - Have a clear idea of your own priorities, goals and expectations
- Do your background research before you approach a potential mentor
- Speak to other/former mentees of your potential mentor
- When meeting a potential mentor, keep it informal and discuss:
 - Both your expectations
 - Frequency of meetings
 - Informal vs formal tone for future meetings
- Understand the value of a mentor's time:
 - Arrive on time and prepare for the meeting
- Be open to receive advice and criticism / Be open to learn
- As you progress your needs will change
 - Find a different mentor

THE RESEARCHER DEVELOPMENT FRAMEWORK

