



Mentoring

What is Mentoring?

Mentoring is a power-free partnership between two individuals who desire mutual growth. One of the individuals usually has greater skills, experiences, and wisdom (*Weinstein, 1998*).

- Mentoring is a journey that requires perseverance
- Mentoring includes helping mentoring partners to determine their priorities, uncover their passions, and honestly address their pain.
- Mentoring concentrates on the needs of the one being mentored, not on the agenda of the mentor.
- Mentoring focuses on changing people from the inside out, not the outside in.
- Mentoring involves the spiritual side of a person, not just the physical, mental, and emotional aspects.
- Mentoring is one of the best ways to have a significant personal impact on society, even for generations.

(Source: *The Heart of Mentoring, Stoddard, D., 2003*)

What is a Mentor?

A mentor is someone who...

- is a friend, adviser, coach, role model, guide and sponsor.
- is above all available and makes the time commitment to the mentoring partner.
- is able to establish a trusting relationship.
- has the ability to empower the mentoring partner.
- has the ability to honor the mentoring partner's autonomy.
- encourages the mentoring partner's development of supportive relationships with peers, faculty, staff and industry.
- has the ability to tap into organizational networks and opportunities available.

What is a Mentoring Partner?

Mentoring is an interactive process. Successful mentoring is not only based on the characteristics of the mentor, but also attributes possessed by the mentoring partner.

A successful mentoring partner should have the following characteristics:

- Motivation
- Interest in developing new skills
- Good communication skills
- Goal oriented
- Willing to assume responsibility for own growth and development
- Seeks challenging assignments
- Is receptive to feedback and coaching