Institute of Molecular, Cell and Systems Biology

Mentorship Scheme
Benefits of mentoring

For the Mentee...
Mentoring provides a safe haven to explore professional development and work-based issues.

For the Mentor...
Mentoring is a great opportunity to develop skills in developing others.

For the organisation...
Mentoring supports the retention and attraction of people to the organisation
What does mentoring involve?

- One-to-one conversation
- Confidentiality
- Appreciation
- Attention
- Ease – space to think
- Empathy
- Trust
- *Listening*....

Listening is not..

- **Assuming you know** what the other person is going to say next
- **Waiting your turn** to speak
- **Interrupting**
- **Assuming the mentor is there to give advice** and impart their knowledge
How does mentoring work?

- Stage 1: Preparation
- Stage 2: Negotiation
- Stage 3: Enabling
- Stage 4: Closure

Diagram shows the stages of mentoring.
The role of a Mentor

• Sounding Board
• Role Model
• Challenger
• Career Counsellor
• Development Advisor
• Professional Advisor
• Critical Friend
• Networker / Facilitator
Your role as a mentee

- Respect the time
- Be honest in your thinking
- Be committed to your learning
- Prepare for each session
- Make up your own mind
- Undertake tasks
- Manage the admin

Responsibility

Mentor = what happens within the mentoring conversation.
Mentee = what happens between sessions.
Common themes

- **People stuff:**
  - Dealing with a difficult boss/supervisor
  - Dealing with demanding and difficult colleagues/patients/collaborators

- **Getting on:**
  - Building networks
  - How to advance within academic medicine/medical research

- **Balance and health:**
  - Work-life balance
  - Managing family and home commitments – Dealing with stress and burnout
Top Tips – Mentees

- Identify a goal / area to change
- Value the sessions
- Act on tasks between sessions
- Reflect on your learning / raise your awareness (noticing how you do things)
- Pace your self and recognise it takes time to embed the learning

Further reading
- *The Mentoring Manual* Julie Starr
- *Coaching For Performance* Sir John Whitmore
- *Techniques for Coaching and Mentoring* David Megginson & David Clutterbuck
- *Everyone Needs a Mentor* David Clutterbuck
- *Time to Think* Nancy Kline