



# Why Does Mentoring Matter?

## Objectives:

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- The concept of *Mentoring*.
  - The roles of Mentor and Mentee.
  - What is to be expected from *Mentoring*?
  - Professionalism through *Mentoring*
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## What is Mentoring?

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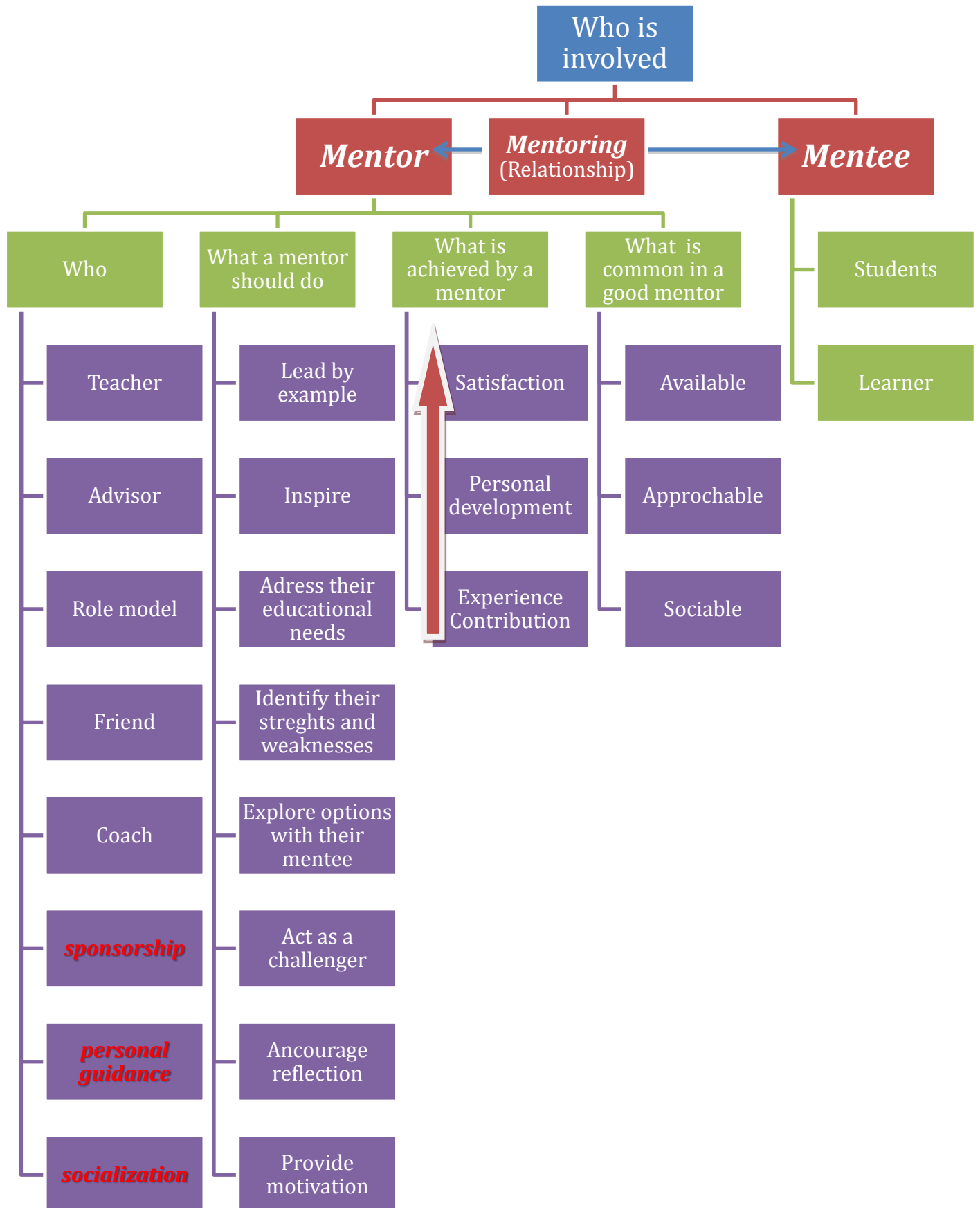
- ❖ It is a professional ***relationship*** built within an organization that is intended to target and focus the ***training*** of individuals
- ❖ Mentoring is to support and encourage people to manage their own learning in order that they may maximize their potential, develop their skills, improve their performance and become the person they want to be.
- ❖ It is a relationship that involves interaction between two people (mentor and mentee) normally working in a similar field or sharing similar experiences.
- ❖ Significant benefits are associated with mentorship. Effective mentorship is crucial to career success in academic medicine

## Good Mentoring

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The nature of a mentoring relationship varies with the level of students and Mentor

- \* Different human relationships
- \* Different learning needs
- \* Different styles of mentoring



## What is expected from Good Mentoring?

- Mentoring flourishes behavioral, motivational and career outcomes
- It is an effective way of helping people to progress in their careers.

Characteristics of good Mentoring:

1. Establish an open communication system with reciprocal feedback
  2. Set standards, goals, and expectations
  3. Establish trust
  4. Care for and enjoy each other
  5. Allow mistakes
  6. Participate willingly
  7. Demonstrate flexibility
  8. Consider constraints to mentoring
  9. Learn from others
  10. Work on common tasks
  11. Be open and comfortable
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## Who is a Mentee/Protégé?

**Protégé** (male), a **protégée** (female), Nowadays **MENTEE** (both male & female)

- \* A person who is guided by a mentor

A Mentee should be strategic and tactical by thinking of the “3 W’s” What, Why (**Strategic**), When and how (**tactical**).

## What a Mentee Should Have

### **1. Respect:**

Mutual respect is the starting and sustaining aspect of a successful mentoring relationship. Professional and personal appreciation of one another is core to enhancing learning.

### **2. Responsiveness:**

Your willingness to learn from your mentor and your mentor’s willingness to respond to your learning needs are important for successful collaboration.

### **3. Accountability:**

Once you and your mentor establish mutually held goals and expectations, keeping your agreements strengthens trust and helps maintain a positive relationship.

## What a Mentee Should Consider

Most importantly Students are obliged to recognize the multiple demands on a mentor's time.

## Professionalism Through Mentoring

Professional excellence

- \* Individual
- \* Interpersonal
- \* Societal

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## Summary

### AS A MENTOR YOU SHOULD HAVE

- \* **The desire** to help – you should be willing to spend time helping someone else, and remain positive throughout.
- \* **The ability to challenge** the mentee in a non-threatening way **and Provide Feedback.**

### AS A MENTEE YOU SHOULD HAVE

- \* **Motivation** to continue developing and growing and **Listen actively**

## Questions:

Q1: Define Mentoring in your own words.

- It is a professional relationship between two individuals, in which a more experienced person helps the less experienced one develop and learn new skills.

Q2: According to you what role of a mentor is most important and Why?

- Identify my strengths and weaknesses, by this I can focus on my weaknesses and try to improve.

(This question could be answered according to ones preference)