



M25 Consortium Mentoring Training event – 19th October 2023. Online using Zoom

Margaret Bentley questions for participants and participant answers

1) What is mentoring to you?

Supporting

Listening

Sharing experience and knowledge

Development

Developing

Sharing knowledge

A Guided Journey

Helping others to develop themselves

2) Why do you want to get involved in mentoring?

It's a very rewarding experience

I did Aurora and found being a mentee helpful. Made me think I would like to learn about mentoring

I've had great support from mentors in the past and would like to support others to develop in this same way

Offer support

Colleagues have asked if I would be a mentor and want to ensure I have the skills

Support others with career progression

Giving something back to the profession

As a mentee, to learn from more experienced colleagues in the sector.

To share my experiences to help others

To make a positive impact in someone else's career.

It's a rare opportunity to be able to assist someone through their career path and very rewarding

3) What makes an effective mentor/mentee?

Mentors are long lasting in terms of impact - I still think of people who have been mentors to me

Supports others. Helps you help them and yourself reflect and enhance your own skills from the whole experience

Active listening

Mentor: empathic and open

Supportive

Willingness to question yourself

Asking open ended questions

Open mind, ready to share

Self-reflection for both mentor and mentee

Mentee: Willingness to engage

4) First meeting – what sort of things will you need to raise/discuss?

Regularity of meeting

What the mentee would like to get out of the relationship

Time frame for mentoring

Aims of the mentee, how often they want to meet, what they don't want to discuss!

What each one hopes to get out of this experience.

Goals

Frequency . time frame

What works for both parties

What would be the best possible outcome?

Their career goals

Agreements around confidentiality around what's discussed

Occasionally the initial meeting may help identify that the mentor is not quite the right person for that mentee and their particular aims. This is not a reflection on the mentor!

Scenarios:

Scenario 1:

Difficult to 'push' as a mentor, just need to let them know that you are still around!

I think the mentor has done all they can, they've let them know they're still there

Mentee has responsibility. Report to programme organiser.

If they don't respond, perhaps go back to the person who matched you to see if their circumstances have changed?

Also offer alternative ways of comms - perhaps offering a face-to face and if nothing from there then contact person who made match

Scenario 2:

Boundaries!

Boundaries have been really blurred here

Set your boundaries and perhaps they may need a reminder

Shouldn't have met for dinner in first place

Yes and hopefully initial discussions will have established boundaries

Scenario 3:

Not appropriate and not your place to intervene on their behalf

Confidentiality means that you shouldn't/can't discuss

Goes against confidentiality, the relationship is between the mentor and the mentee.

That's not the role of mentor and explain to those contacting

Tell them it's inappropriate

This would be a breach of confidentiality.

Need to make it clear to them that your relationship with the mentor is of a different nature.

Scenario 4:

Say no as that isn't what the mentoring process is for

Signpost towards other help - counselling, etc.

Advise them to seek alternative help. Report to organiser.

Suggest they may need to seek professional help, e.g. counselling?

Mentoring isn't counselling and the mentee needs someone else's support at this point. Having said that, my question is: does a mentoring relationship have an end date typically? Or can it be open ended?

Direct them to wellbeing and mental health services for specialist support