

MEANINGFUL AND EFFECTIVE MENTORING

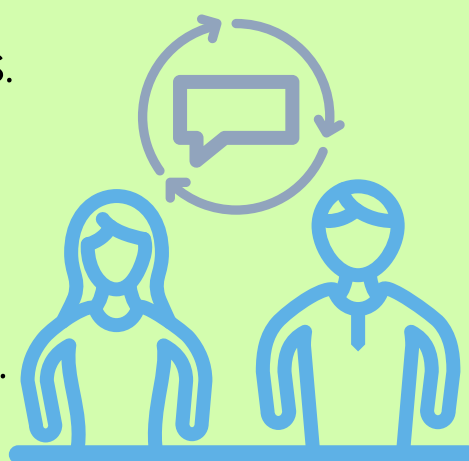
SPENCER BENSON,
EDUCATION INNOVATIONS
INTERNATIONAL CONSULTING

EXPECTATIONS

CAREER GUIDANCE, SKILL DEVELOPMENT, SPONSORSHIP, BEING A ROLE MODEL, PSYCHOSOCIAL AND EMOTIONAL SUPPORT, TRUST, AND AN EVOLVING ON-GOING RELATIONSHIP THAT HELPS THE MENTEE DEVELOP THEIR OWN PROFESSIONAL IDENTITY AND PATHWAY FOR SUCCESS.

INFORMAL MENTORS

OCCUR BY CHANCE, EVOLVE SPONTANEOUSLY, LACK EVALUATIVE OR SUPERVISORY FUNCTIONS. OFTEN ADDRESS PSYCHOSOCIAL ISSUES AND NEEDS, INCLUDE DEEP LISTENING, NETWORK SUPPORT, AND NON-JUDGMENTAL FEEDBACK. MANAGED BY BOTH THE MENTOR AND MENTEE. THEY OFTEN DEVELOP INTO CONNECTIONS AND FRIENDSHIPS THAT LAST FOR MANY YEARS.



FORMAL MENTORS

ARRANGED DYAD GOVERNED BY PROGRAM RULES WITH EXPECTED GOALS. MENTOR MANAGES THE PROCESS, SUPERVISORY AND/OR EVALUATIVE ROLES. LESS EFFECTIVE DOES NOT SUPPORT BOTH PARTNERS' PERSONAL AND PROFESSIONAL GROWTH, DEVELOPMENT, OR SUCCESS.



SUCCESSFUL MENTORING

BASED UPON MUTUAL RESPECT. HONORS INDIVIDUAL DIFFERENCES AND ADOPTS AN INCLUSIVE APPROACH. BUILDS CONFIDENCE, DEVELOPS AND CULTIVATES BELONGING WITHIN THE PROFESSION. OPENS OPPORTUNITIES FOR MENTEE AND NURTURES PROFESSIONAL ADVANCEMENT.

