



Getting
the most
from
mentoring

What is
'*mentoring*' ...?



MENTORING is a structured process where an *experienced* individual (mentor) helps another person (mentee) to **develop their goals & skills** through time limited, confidential one to one conversations.

<https://www.ucc.ie/en/hr/wellbeingdevelopment/mentoring/whatismentoring/>





Experience

From YOUR mentorship experience, what advice would you give someone who has not been a mentor or mentee on getting the most out of a mentorship relationship?

scenario

Mentee: An engineering student assigned to a complex project as part of their coursework.

Mentor: An experienced engineer, supports the mentee through the various stages of the project.

TASK:

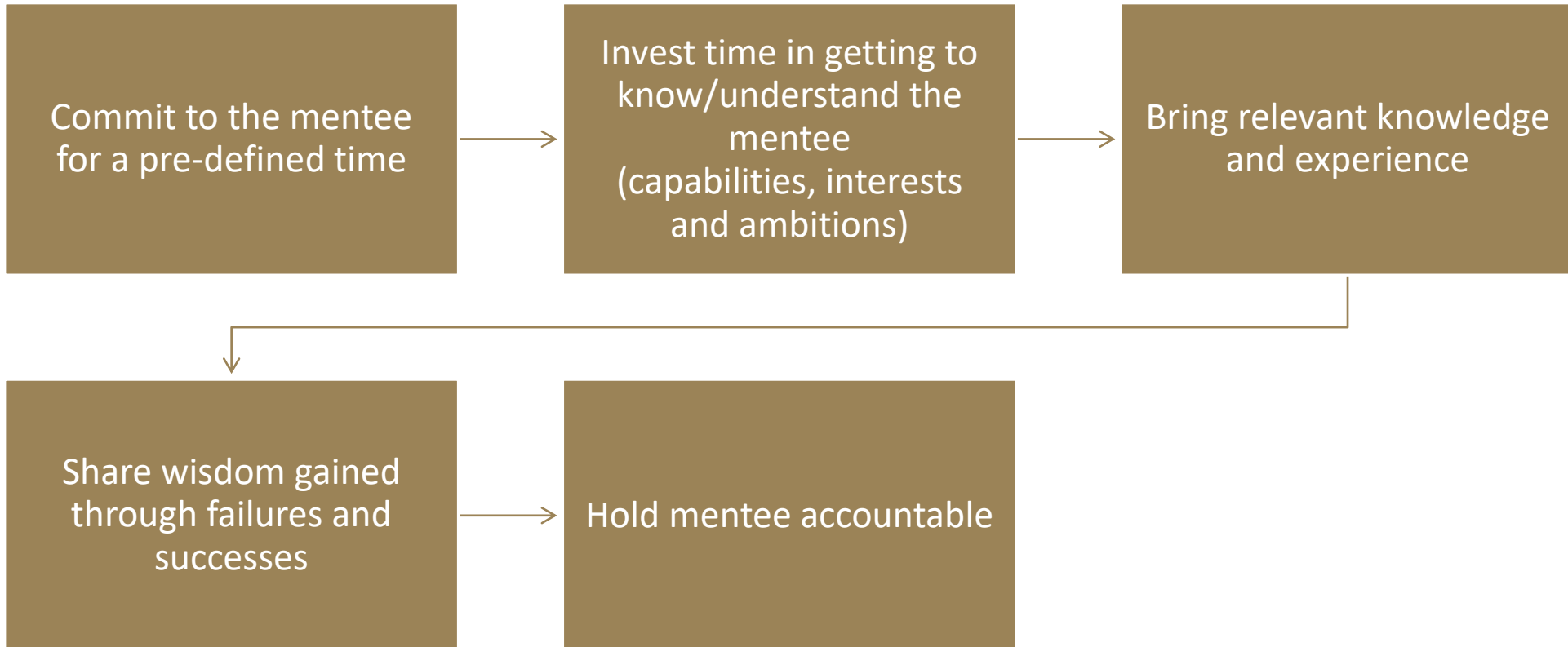
What should the mentee do to make the most of the mentoring opportunity?

What should they not do?

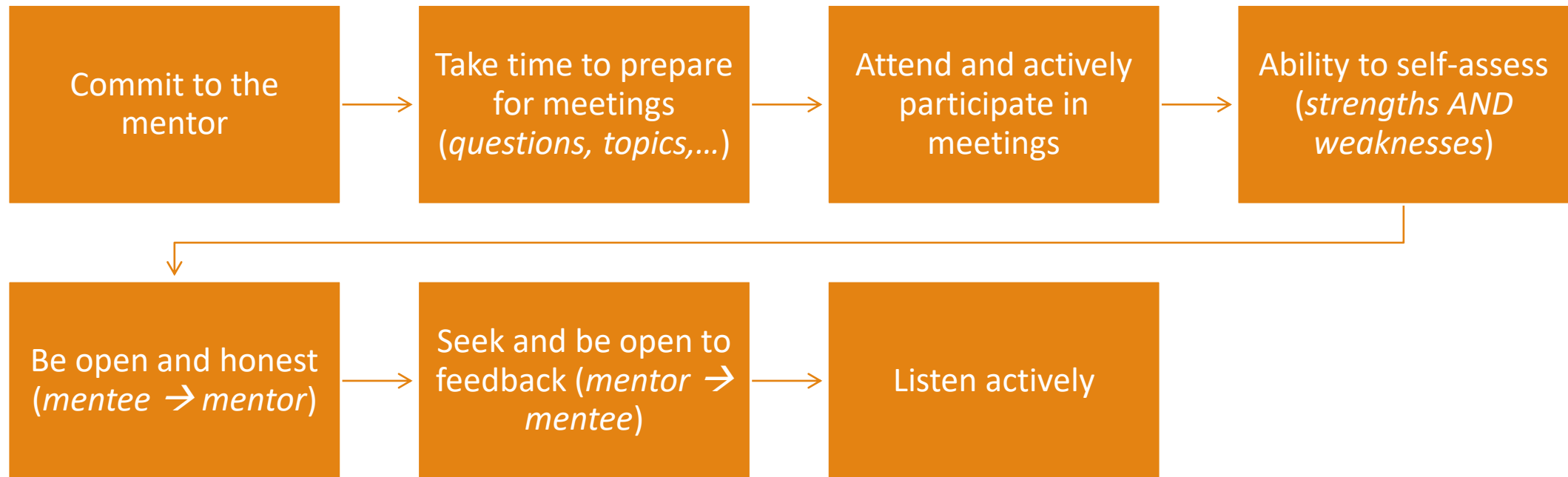
Do and Don't

Clarify expectations	Be open to feedback	Follow through	Ask open-ended questions	Dismiss ideas
Encourage critical thinking	Micromanage	Provide technical guidance	Constructive feedback	Seek input, not answers
Pretend to know or understand	Discuss design trade-offs	Give the answers	Share progress updates	Foster independence
Come prepared	Celebrate	Appreciate	Suggest resources	Reflect
Expect instant results	Encourage	Share experience	Overdependence	Set goals

MENTOR



MENTee



BREAK

During the break:

Think about a
meaningful topic you can
talk about for 2 minutes:
(*ie. hobbies, your course,
university,...*)

Active listening

Talk about

Person 1: talk about something meaningful for 2 minutes (ie. hobbies, your course, university,...)

Listen

Person 2: Listen for THOUGHTS + track time

Listen

Person 3: Listen for FEELINGS

Listen

Person 4: Listen for FUTURE

Navigating challenges



In your group, discuss barriers you envisage facing to a successful mentor relationship.



Pick one to troubleshoot together and bring solutions to the wider group.

How to get started?

MENTORING CHECKLIST

- Expectations (*of each other, the relationships, what each party will learn,...*)
- Confidentiality (should any third parties be informed? If so, what can be discussed with them about the relationship and the discussions?)
- Duration of the relationship
- Meetings (*frequency, duration, location*)
- Broad purpose and goals (*what the mentee hopes to achieve*)
- Review and evaluation (*how will you review progress of the mentoring relationship?*)
- Roles and responsibilities (*preparing for meetings, setting the agenda, ensuring the meetings take place, setting goals*)
- How feedback will be handled (*trust and openness*)
- What responsibilities does the mentor have to the mentee's line manager (*or advisor*), and how will you ensure they are supportive?
- How will you end the mentoring relationship? (*celebration, disengagement,...?*)