



Mentoring masterclass

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Today we will talk about...

- The Pathway project
- What is mentoring?
- What makes a good mentor?
- Managing the mentoring relationship

Pathway is an EU funded project that aims to support clinician scientists in training

Aims

Create sustainable career pathways for clinician scientists

Raise awareness of the value of clinician scientists

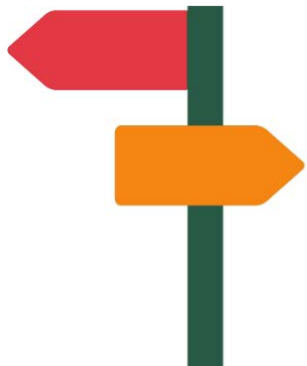
Influence policymakers and regulators

Outputs

Identifying career pathways nationally

Develop mentoring scheme

Develop online training programme



PATHWAY
International Career Pathways and
online curriculum for
clinician - scientists

Funded by the
Erasmus+ Programme
of the European Union



Myth: Mentoring will solve all of life's problems

	Mentor	Patron
Gives advice	✓	
Tells a mentee what to do		✓
Helps the mentee to solve their own problems	✓	
Puts the mentee forward for jobs		✓
Introduces the mentee to other senior colleagues	✓	✓
Plans the mentee's next steps		✓

David
Megginson
et al.

Myth: I am not good enough to be a mentor. I will mess up my mentee's life!



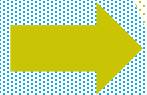
Altruism - be a part of someone's journey



Teaching is learning



Mentoring helps you to find out who you are



Keep an ear to the ground

Give yourself the authority to be a mentor

The role of the mentor: some guiding principles

In the beginning

- Choosing a mentee? Stay open but let them choose you
- Setting boundaries
- Encourage the mentee to seek other mentoring support

In the meeting

- Advising but not directing
- Hold back – let mentees develop solutions to their own problems
- How and when – don't rule out distance mentoring


In general

- You are not responsible for every aspect of a mentee's life

Myth: A mentor should just understand what the mentee wants

What are your expectations of the relationship? Use the **contracting** process to talk openly.

- Purpose of the relationship
- Boundaries – in the mentoring meetings and outside
- Practical considerations
- Agendas
- Ending the relationship



Mentees can summarise the meeting via email.

Good questions draw out your mentee's true feelings and intentions

What questions can you ask that will be:

- Open
- Clarifying/informing
- Reflective
- Non-aggressive confrontation
- Exploring emotions and intentions

OUTCOME

Clarify the desired outcomes.

- What would you like to achieve from today's session?
- What is your long-term outcome?
- What would success look like?

SITUATION

Clarify the current situation.

- What's actually happening?

CHOICES/ CONSEQUENCES

Evaluate alternative choices.

- What choices do you have?
- What are the consequences of each choice?

ACTIONS

Clarify the next steps forward.

- What actions will you take and who will support you?
- Who will support you in taking action?
- On a scale of 1 to 10 how willing are you to take action?

REVIEW

Ongoing process of review and evaluation.

- How are you reviewing your progress?
- Are the actions being taken?
- Are the actions moving you towards your outcome?