
MENTORING – HOW TO GET A GOOD START?

5 IMPORTANT RULES



1. The relationship is about **mentee's development** in his/her career.
2. **Mentee is the person in focus** and responsible for agendas.
3. Mentor has the responsibility to **be present** at the meetings in body and mind.
4. **Mentor is giving his/her experience** – mentee has the responsibility to transfer the learning into daily praxis
5. You have to **sign a contract/agreement** on the first meeting. Stick to the contract – or “renegotiate” it.

(Source: Lisa Ott)

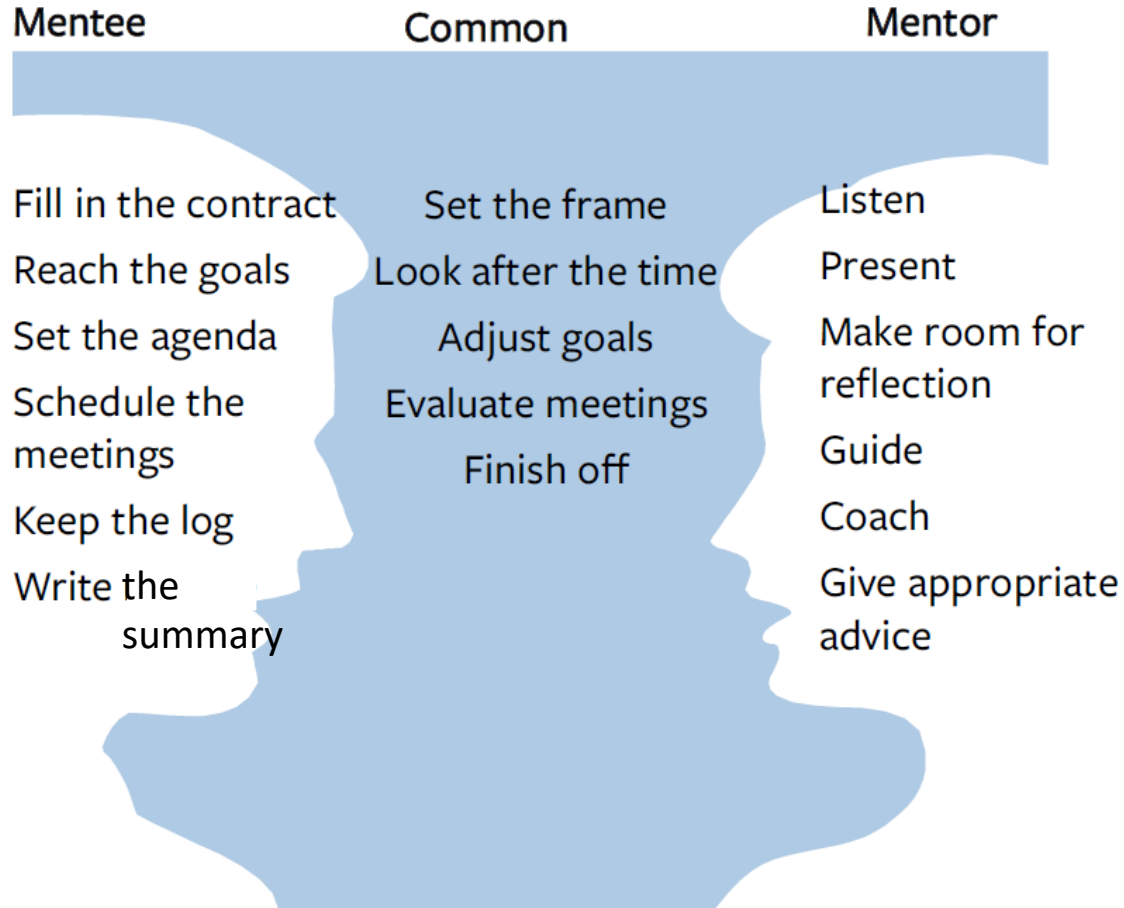
A GOOD CONTRACT

- How often are you going to meet?
 - Where do you meet?
 - How long are your meetings?
 - Who takes initiative to the meetings?
 - Who follows up on the meetings?
 - What do you talk about?
 - What don't you talk about?
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- What if the mentoring relationship doesn't work?



(The Mentoring Journey chapter 2)

WHO IS RESPONSIBLE FOR WHAT?



Source: Lisa Ott

WHAT IS MENTORING?

“Mentoring is a reciprocal relationship with the focus on **giving and receiving**.

A mentoring discussion is a dialogue between two equals, to discuss various topics, where **both parties are mentally present and open to dialogue.**”

(The Mentoring Journey p. 14)



ILLUSTRATION: HICKEY BURTON

POSSIBLE BENEFITS FOR MENTEES

Mentees can get:

- ✓ Feedback on their CV
- ✓ Help to develop their academic profile
- ✓ Guidance in strategic prioritizing (working hours/tasks, work/life balance etc.)
- ✓ Clarification of competencies
- ✓ Advice on how to strengthen their network
- ✓ Advice on how to create an academic career
- ✓ A place to ask ...uskrevne regler



POSSIBLE BENEFITS FOR MENTORS

Mentors can:

- ✓ Get satisfaction in helping a talented young researcher developing his or her talent
- ✓ Influence and strengthen the research and educational environment at AU
- ✓ Get new perspectives
- ✓ Strengthen his/her communication skills
- ✓ Contribute to the generational change at AU

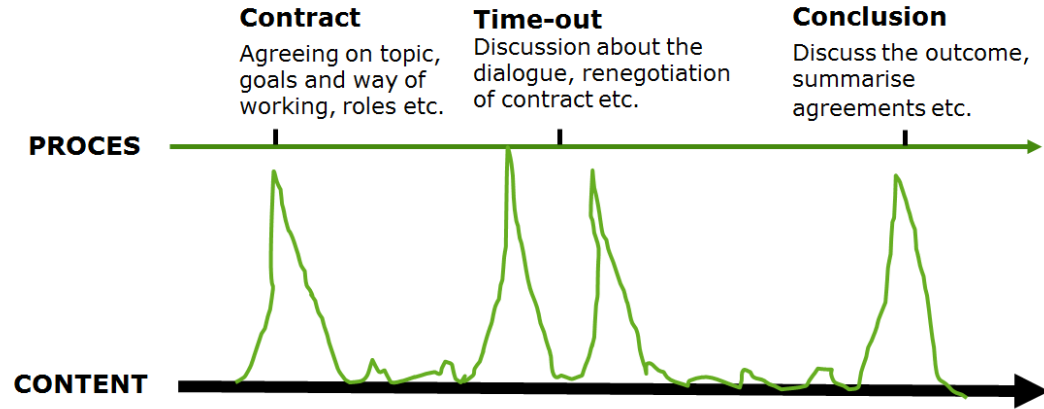


6 TIPS TO ACTIVE LISTENING

- 1. Ask openended questions**
How, what, where, who, why?
- 2. Summarize**
Show that you're listening and understand
- 3. Repeat single words**
Parroting
- 4. Clarify**
'Tell me more about that'
- 5. Give words of encouragement**
'Go on', 'I see'
- 6. Give pauses**
Time to reflect

EXAMPLE OF AN AGENDA

1. What has happened since the last meeting?
2. Agreement on topic and purpose of this meeting
3. Exploration of topic - drawing up options etc.
5. Summing up / actions
6. Evaluating meeting
7. Next meeting



Source: Clemensen, Storch and Molly-Søholm, 2004

A BIT MORE INSPIRATION

Mentee could also ask questions like:

- What was your biggest mistake – and how did you continue after it?
- What was your concerns taking that decision?
- How did you feel in the situation?
- What made it possible for you?
- Who was around you in the proces?

Mentor could ask questions like:

- So what difference would this make to you?
- What needs to be true for you to take a decision like this?
- Who should you talk to...?
- Explaining this problem to me, can you put in to words what your biggest wish is?



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