

Guide for Mentees

(based on Whittle Mentoring Steering Group, May 2015)

This document gives some suggestions to help you get the most out of your sessions with your mentor. This document should not be treated as a prescriptive set of guidelines.

This is based on the Mentoring presentation given by Katie Hewitt on 16/03/2015.

Before

- Prepare for the session
 - What do you want to get out of it?
 - Make a list of anything significant you might need help with from your mentor.
 - If there's more than one issue you wish to discuss – prioritise!
 - Consider your underlying emotions about the current situation(s)?
 - Agree the length of the meeting with your mentor.

During

- The meeting will generally follow the pattern set out below:
 1. Identify the purpose of the session
 2. Analyse current situation (official vs ground truth)
 3. Explore possibilities and identify preferred options.
 4. Close – agreed & commit to specific actions. (It's ok to agree that there are not specific actions – but make sure you agree this here!)

It is expected that sections 2 & 3 will take up the majority of the time (~80%).
- Don't expect your mentor to immediately offer you advice or solutions – in general, the purpose of informative mentoring is to provide a vehicle for you develop and/or find your own solutions.
- Offer feedback to your mentor on the direction, progress and value of their mentoring. Was the session useful? Let your mentor know what was helpful and what wasn't.

After

- Be prepared to change – if you commit to action follow through on it. If you wish, let your mentor know how it went.
- Don't be afraid to seek another mentor if you're not finding these sessions useful. You don't have to discuss this with your mentor.
- Please, record the time and length of the meeting on the the incredibly-quick online form (it will help us to monitor the progress/need of the mentoring scheme:

https://docs.google.com/forms/d/mentoring_records

Feedback

- What can we do better? Let the Plant Science mentoring group know what's working and what's not and your suggestions on how to make things better via the web feedback form. If you wish, this can be done anonymously.

https://docs.google.com/forms/d/mentoring_feedback