Mentoring

Presented by:

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Theoretical Definition

Mentoring is an interpersonal process that takes place between a trained, seasoned mentor and a novice protégé. After accounting for cultural differences, mentoring entails the provision of emotional support, the sharing of knowledge and experience, role-modeling, and guidance.

Stages of Mentoring

• Passive recipient

• Seek guidance but offer little to the mentor

• Mentors and Protégés have a give-and-take relationship. Each receive what they want and need.
What can a Mentor do for you?

• Explore options
• Help you assess your strengths and weaknesses
• Understand the system, culture and expectations to attain your goals
• Expand your network
• Provide protection

• Acceptance and confirmation
• Offer expertise
• Role-model
• Inspire you to reach your goals
• Offer compassion
• Keep the relationship focused on your desired outcomes
Mentors help keep your world from spiraling out of control while you move forward.
Expectations for You, the Protégé

• Maintain open communication and respond to mentor contacts
• Identify your needs and goals, and share them with your mentor
• Provide feedback to your mentor
• Be willing to invest in steps to achieve your goals.

Retain your role as the one responsible for your own outcomes.