

Guide for Mentees

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.

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)? See feelings list on the Whittle Mentoring documents site.
- 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 ask for another mentor if you're not finding these sessions useful. If this is the case, please contact the edpc mentoring team – you don't have to discuss this with your mentor.

Remember

- If you would like to discuss disturbed work relationships, bullying, harassment, etc., you can always contact our Diversity Officer. The purpose of the mentoring sessions isn't actually to discuss those issues.
- If there is something you wish to feedback about the mentoring process, have concerns about your mentoring relationship, or simply wish to provide us with ideas on how the edpc peer-to-peer mentoring may be improved, contact us via the 'Anonymous Feedback' online form: <https://www.vle.cam.ac.uk/course/view.php?id=84541>