

# MENTORING



By  
Dr. P. Sasikala. M.D,  
Professor,  
Department of Physiology,  
Narayana Medical College

# Mentoring – Specific Learning Objectives

1. What is Mentoring ?
2. Who are Mentor and Mentee ?
3. Objectives of Mentoring
4. Stages of Mentoring
5. 3 A's & 3 C's of Mentoring
6. Proposed guidelines
7. Advantages & disadvantages of Mentoring
8. Do's & Don'ts of Mentoring

# Historical Aspects

## Definition

*Mentorship is defined as:*

"A process whereby an experienced, highly regarded, empathetic person (the mentor) guides another (usually younger) individual (the mentee) in the development and re-examination of their own ideas, learning, and personal and professional development. The mentor, who often (but not necessarily) works in the same organization or field as the mentee, achieves this by listening or talking in confidence to the mentee."

# MENTORING

Mentor

Mentee

# Objectives of Mentoring

# Stages of Mentoring

**CONTEMPLATION**

**INITIATION**

**GROWTH &  
MAINTAINANCE**

**DECLINE & DISSOLUTION**

**REDEFINITION**

# 3 A's for successful mentoring

1. Availability
2. Acceptability
3. Affirmation



# 3 C's for successful mentoring

1. Consultant
2. Counselor
3. Cheer leader

# Proposed guidelines

**Each student will have to submit a duly filled form to their mentor containing the following information:**

- i. Name, Batch, Roll Number, Mobile Number & a photograph
- ii. Hostel Number and Room Number
- iii. Best friend's name and Contact number
- iv. Parent's name and Contact number
- v. Parent's email id
- vi. Residential Address

The mentor shall keep a record of their students in terms of :

- i. Class attendance.
- ii. Academic performance.
- iii. Social relationship and any deviant behavior
- iv. A monitoring format/checklist will be made to assess the students in a given time frame

## PERFORMANCE RECORD OF

Name .....

Batch .....

Roll No - .....

Year.....

Sl. No	Performance	Jan	Feb	Mar	April	May	June	July	Aug	Sep	Oct	Nov	Dec
<b>A</b>	<b>PERSONAL ACTIVITY</b>												
01	Helplessness & Guilt												
02	Appetite Changes												
03	Sleep Problems												
04	No Concentration												
05	Anger												
06	Thoughts of Death												
<b>B</b>	<b>SOCIAL ACTIVITY</b>												
01	Interaction with Friends												
02	Interaction with Family												
03	Withdrawing from friends & Family? - Y/N												
04	Alcohol/Drug/Tobacco Abuse? - Y/N												
<b>C</b>	<b>ACADEMIC PERFORMANCES</b>												
01	Terminal Performances												
02	University Performances												
<b>D</b>	<b>SPORTS &amp; EXERCISE ACTIVITY</b>												
01	Exercise in morning? - Y/N												
02	Play games in evening? - Y/N												
03	Goes to Gym? - Y/N												
<b>REMARKS</b>													

# **Do's & Don'ts of mentoring**

## Recommended “**Do’s and Don’ts**” for Enhancing the Relationship between Mentors & Mentees

Mentor Do’s	Mentor Don’ts
Be available	Promote your own agenda
Convey respect and confidence	Use “free labor
Focus on mentee	Take credit
Ask questions	
Track progress	
Identify strengths	
Give feedback	
Reassess	

<b>Mentee do's</b>	<b>Mentee don'ts</b>
Be punctual	Avoid decisions
Follow through	Rely exclusively on mentor
Set agendas	Acquiesce
Communicate	Overidealize
Accept critique	
Convey respect	
Accept challenge	
Show appreciation	



# **Advantages & Disadvantages of Mentoring**

# Advantages

1. Mentee
2. Mentor
3. Institution

# Disadvantages

For Mentor	For Mentee
Mentee dependence on mentor	Overdependence on the mentor
Time, energy commitment to mentee	Micro-management from the mentor

- **Mentorship is never a judgement**
- **It is a form of live helpline for the students**



# MENTORING WORKS



# Summary





**THANK YOU**