



**WiSEAN**

Women in Sport & Academic Network

# Mentoring Scheme

SEPTEMBER 2020

## Goals of the mentoring scheme



- ▶ To connect experienced researchers with talented individuals who want to develop their research skills
- ▶ To provide a platform to share knowledge, skills and experience
- ▶ To promote personal and professional development

# Mentoring scheme benefits

## Mentee benefits

- ▶ Receive encouragement, practical advice and support to achieve goals
- ▶ Learn to think critically and challenge your assumptions
- ▶ Increase your social and academic confidence
- ▶ Gain a different perspective and be challenged based on mentor experience
- ▶ Enhance your career and professional development

## Mentor benefits

- ▶ Reinforce your own skills and knowledge of your subject and share this with others
- ▶ Develop leadership and management qualities
- ▶ Develop wider professional relationships
- ▶ Gain satisfaction from being able to encourage and guide others
- ▶ Continue with your own professional development



“Every great achiever is inspired by a great mentor”

-Lailah Gifty Akita

# The mentoring relationship: Guidelines



- ▶ WiSEAN recognise that participants in the mentoring scheme will have their own individual objectives, expectations and definition of 'mentoring'
- ▶ To this end, we want to keep the scheme flexible and centred on the needs of each individual pair
- ▶ However, in response to feedback we have developed this document to provide some guidance and ideas to facilitate the scheme
- ▶ Ultimately the mentor and mentee will establish what works best for the mentoring relationship, and this may change over time

# Meeting guidance



## Frequency

- We suggest that mentoring discussions take place around four times per year
- This ensures regular contact and follow up, but also allows adequate time for the mentee to act upon issues discussed in mentoring sessions
- Confirm the frequency and timing of future meetings and try hard to stick to this arrangement



## Duration

- It is recommended that meetings last between 30-60 minutes to allow time for discussion and reflection
- The duration of each mentoring scheme will last one year in the first instance, after which you will need to reapply



## Location

- Mentoring discussions often work best in neutral, quiet locations away from the usual distractions of work
- Depending on geographical location meetings may take place face to face\* or virtually on a platform that suits both the mentor and mentee

# Meeting guidance



## Initial meeting

- It is important to agree the rules/ boundaries of the partnership from the outset
- This may include the anticipated value of the process to you both and each individuals expectations of the scope and direction of the partnership
- Time commitments and contact methods should be agreed



## Suggested topics

- Identifying and achieving career goals
- Publication strategies
- Establishing independence
- Accessing funding streams
- Managing professional relationships
- Building effective networks
- Work-life balance



## Confidentiality

- Effective mentoring relationships are founded on trust
- You should aim to develop a safe, non-judgemental relationship where you can both be open
- You should continue to respect confidential information, even after the mentoring relationship has ended



*“Mentoring is a two-way street. You get out what you put in”*

- Steve Washington

# Mentor expectations



PROVIDE TIME FOR THE RELATIONSHIP TO DEVELOP AND ALLOW A MUTUALLY BENEFICIAL OUTCOME



PROVIDE CHALLENGE AND SUPPORT TO ALLOW THE MENTEE TO THINK ABOUT THE TOPICS RAISED MORE DEEPLY AND ALLOW THEM TO ADDRESS ISSUES AND STRIVE FOR HIGHER AMBITIONS



LISTEN TO THE MENTEE AND PROVIDE LEARNING OPPORTUNITIES



BE OPEN AND HONEST ABOUT THOUGHTS, FEELINGS AND EXPERIENCES



MAINTAIN CONFIDENTIALITY, THIS IS ESSENTIAL FOR BUILDING A SUCCESSFUL RELATIONSHIP



ONLY PROVIDE GUIDANCE AND ADVICE WHEN THIS IS NEEDED AND WILL ALLOW THE MENTEE TO UNDERSTANDING THEY CAN MAKE THEIR OWN CHOICE

# Mentee expectations



BE CLEAR ABOUT  
YOUR GOALS AND  
WHAT YOU WANT TO  
ACHIEVE OUT OF THE  
RELATIONSHIP



LEARN TO ACCEPT  
FEEDBACK



DRIVE YOUR CAREER  
DEVELOPMENT



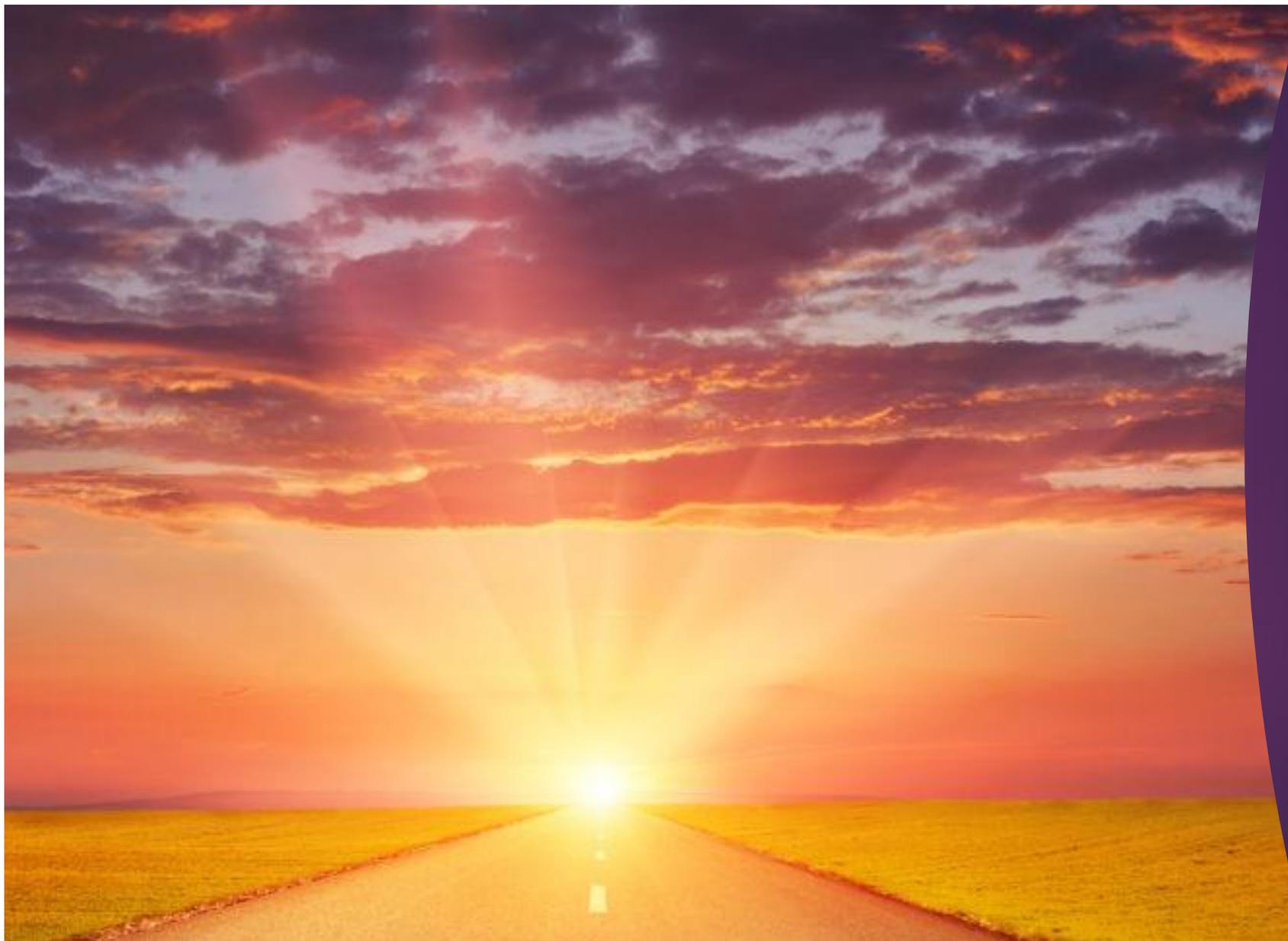
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MAINTAIN  
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THIS IS ESSENTIAL FOR  
BUILDING A  
SUCCESSFUL  
RELATIONSHIP



BE PREPARED FOR  
CHALLENGING  
QUESTIONS



“A great mentor helps you achieve what seems impossible”

- Mariella Dabbah

Further  
information

If you would like further information about  
the mentoring scheme please contact:



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