

# Role of the mentor



As a mentor you will be viewed as a more experienced individual who is willing and able to pass on the benefit of that experience. You can't solve all the mentee's problems but you can refer or signpost them to others who can help. You can't do the mentee's work or give detailed academic advice but you can encourage them to become a successful independent learner by helping with time management, setting targets, giving study or research tips, listening to ideas and helping to interpret feedback.

Your role is not to 'tell' the mentee what to do but to act as a sounding board and:

- provide non-judgemental support
- clarify the goals of the mentee
- build rapport
- listen and accurately ascertain meaning
- ask questions and encourage the mentee to explore issues
- structure conversations
- encourage and allow the mentee to take the initiative
- provide feedback that is both challenging and empathetic
- offer knowledge and advice with care
- offer fresh perspectives
- maintain professional boundaries and confidentiality
- commit sufficient time and mental energy to the mentoring relationship.