

ESSENTIAL ELEMENTS OF MENTORING TRAINING

Ethical framework.

Good mentoring is founded on certain attitudes and values. These include

- making the mentees' agenda central
- respect for the mentee, and a belief in their ability to discover their own solutions
- trustworthiness and transparency or genuineness.
- empathy and a desire to help.

We attempt to demonstrate these with participants in our training.

Confidentiality (and its limits) are key issues requiring thorough exploration and ongoing consideration. We find it helpful to get mentors to derive their own guidelines, and observe these during training.

Contracting with the mentee or co-mentor early in the relationship is important so that what is being offered and sought is clear; issues covered are confidentiality; meeting for how long, how often, how many sessions, where to meet; when to review; expectations; limitations; discussion of any possible role conflicts. We get training mentors to derive this list and practise discussing it with a role-play mentee.

Supervision; we feel it is essential for mentors to regularly discuss their work with mentees (anonymously and confidentially) with a skilled colleague, in order to help them do their best for the mentee, develop their skills, manage boundaries and role conflicts, look after themselves and receive support. This is discussed in training.

Skills

We emphasise that good active listening skills are crucial, and throughout training work explicitly on improving these, and also on developing challenging skills, whilst at the same time trying to model these skills.