

Information for Mentees

Part 1: Introduction to the Mentoring Process

What is the purpose of mentoring?

- ❖ The Mentoring Program for Women aims to match you with a more senior person (mentor) within the University, or in some instances from outside the University, who can provide you with support, information and advice, and share professional and personal skills and experiences with you. The match is based on needs and criteria that you have identified through the Mentoring program.

What will I get out of it?

- ❖ This will vary from person to person, but previous mentees have identified the following benefits:
 - Increased skills and knowledge
 - Access to formal and informal networks
 - Improved understanding of how the University works
 - Rekindled enthusiasm for work
 - Assistance with career planning, promotion and identifying other job opportunities
 - Increased self-confidence
 - Improved leadership skills

What will my mentor get out of it?

- ❖ This will also vary from person to person, but previous mentors have identified the following benefits:
 - Greater understanding of issues at UTAS and increased sensitivity to women's concerns
 - Increased networks and communication with different staff
 - Satisfaction from sharing knowledge and watching someone develop
 - Opportunity to review own career progress, goals, achievements and skills
 - Professional and peer recognition
 - Increased job satisfaction and renewed interest in and enthusiasm for work

How does the mentor matching happen?

- ❖ You will be asked to identify your developmental goals and to consider what sorts of issues you would like to discuss with a mentor and what kind of background and experiences you would like your mentor to have. At a meeting with the Program Coordinator you will have the opportunity to suggest names of people you would like to have as a mentor or be given the names of people for you to consider to be your mentor.

- ❖ The Program Coordinator will contact the person you nominate and invite him/her to be your mentor. No mentor will be approached without your agreement.
- ❖ Once a suitable mentor has been found, written confirmation is sent to both you and your mentor.

Who takes the initiative?

- ❖ The mentoring partnership focuses primarily on your needs as a mentee. For this reason, you are encouraged to take responsibility for driving the mentoring relationship, for arranging meetings, and for negotiating with your mentor what kinds of things you would like to achieve and how you would like them to assist you.

How long does the mentoring last?

- ❖ The formal mentoring partnership is expected to last for approximately nine months.
- ❖ Some mentoring partners meet for less than this time, and some continue for longer, depending on the needs of both parties.

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