

Role of the Mentor

The term “Mentoring” is used to describe a wide range of relationships that are both formal/structured and informal where individuals learn or develop personal or professional skills/competencies from interaction with a trusted Mentor. Each Mentor in the program should have a similar understanding of what the role of the Mentor is so that a shared understanding is achieved. This understanding should be discussed with Mentees.

How will **Mentoring** be defined? Questions for you to consider include:

- Will the Mentor be considered an advocate for their Mentees or an academic advisor or a guiding friend or a mixture of all of these?
- What are the expectations of both parties in terms of this relationship?
- What if one or both parties want to extend the boundaries of the relationship?
- How will any conflict/concerns within a group be handled?

Benefits to Mentors

- Development of interpersonal and communication skills
- Opportunity to share knowledge with others
- Opportunity to become more involved with members of the Faculty
- A certificate acknowledging contribution to the Graduate Mentoring Programs from the Faculty
- It really does look good on a CV!

▪ **Benefits to Mentees**

- Orientation with the University and to the Faculty of Economics and Commerce
- Opportunity to develop a support network with experienced students in first and second year
- Advice in relation to the facilities and processes of the Faculty
- Development of interpersonal and communication skills
- Encouragement to stay motivated and focused on your goals

What a Mentor is...

What a Mentor isn't

A guide	An academic tutor
A friend	A family member
A listener	A personal counselor
A responsive 'sounding board'	A 'know-all' advisor