**Expectations from a Mentor and a Mentee**

**Definition:**

Mentor is ‘someone who gives help and advice’ to mentee over a period of time, especially help and advice related to their job or career.

‘Mentee is someone who is being mentored.’ (Collins)

Mentoring is a process when an experienced, highly regarded, empathic person, the mentor, works with and guides another individual, the mentee, in the discovery, development and examination of his/her own ideas, learning, personal and professional development

**Process**

In one to one meeting, mentor provides academic, personal, professional guidance to his /her mentee. Mentor motivates and encourages mentee and helps them realize their strengths and minimize weaknesses. It can be done in a group setting as well.

It is a confidential relationship and the mentor's commitment to mentee’s development are considered as essential requirement for this process.

During mentoring sessions,

* Mentors can have group mentoring session for their respective mentees for initial meeting
* Mentor mentee pairs should:
	+ Decide their own plan of meetings
	+ Document the proposed plan in student e-portfolios
	+ Identify issues and mutually agree to a plan of action.
	+ After session, mentee can share a small writeup with mentor for documentation of the session and the plan of action.
	+ Documentation is done while maintaining confidentiality
* Mentor must maintain balance between support and challenge
* Mentor and mentee both should be aware of unreasonable demands, expectations and overdependence

**Expectations/Desired Characteristics of a mentor**

* Good listener/to have Good communication skills
* Empathetic
* Motivated
* Trustworthy
* Knowledgeable
* Ethical
* Encouraging
* Helpful in Identifying Goals.
* Provides Feedback.
* Inspiring
* Approachable
* Knows his/her boundary

**Expectations/ Desired Characteristics of a mentee**

* Motivated
* Respectful
* Good listener
* Having knowledge of mentoring process
* Knows his/her boundaries

**Desired characteristics of a mentor and mentoring relationship;**

It is based on:

* Mutual trust and respect
* Shared interests
* Relationship free of intimidation
* Mentee feeling empowered

**Challenges of the process:**

* Insufficient understanding of the mentoring process and current mentoring program
* Unclear roles and expectations
* Lack of mentoring skills
* Limited pool of mentors
* Excessive workload
* Lack of designated time
* Lack of documentation, feedback and accountability in mentoring
* Lack of incentive
* Conflicts of interest
* Lack of trust to share non-academic issues

**Please note that:**

* Feedback of mentoring sessions is shared with the program directors according to a schedule
* Unusual/ exceptional cases might be directed to authorized office

**References/ Useful links:**

* <https://www.mentoringcomplete.com>
* Crockett, E. T. (2014). A research education program model to prepare a highly qualified workforce in biomedical and health-related research and increase diversity. *BMC Medical Education*, *14*, 1-10.

<https://www.researchgate.net/publication/266085224_A_research_education_program_model_to_prepare_a_highly_qualified_workforce_in_biomedical_and_health-related_research_and_increase_diversity/figures?lo=1>

* Ramani, S., Kusurkar, R. A., Papageorgiou, E., & van Schalkwyk, S. (2022). What sparks a guide on the side? A qualitative study to explore motivations and approaches of mentors in health professions education. Medical teacher, 44(7), 737–743. <https://doi.org/10.1080/0142159X.2021.2020739>
* Ssemata, A. S., Gladding, S., John, C. C., & Kiguli, S. (2017). Developing mentorship in a resource-limited context: a qualitative research study of the experiences and perceptions of the makerere university student and faculty mentorship programme. BMC medical education, 17(1), 123. <https://doi.org/10.1186/s12909-017-0962-8>