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KWAZULU-NATAL

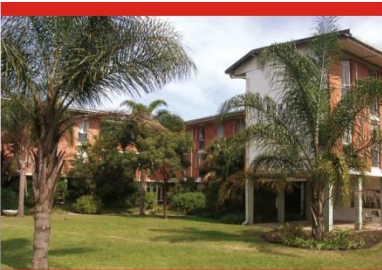
INYUVESI
YAKWAZULU-NATALI

Mentorship Training

Rishi Hansrajh

Teaching & Learning Commons Consultant

hansrajhr@ukzn.ac.za



EDGEWOOD CAMPUS



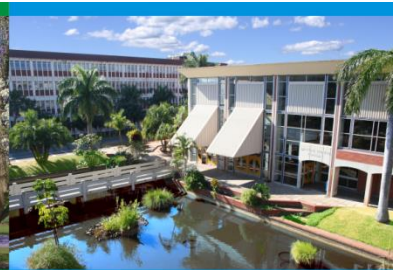
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UKZN – INSPIRING GREATNESS

Mentoring Training Session

Agenda

1. What do we mean by 'Mentoring'
2. Rationale
3. Principles underpinning the process
4. What 'zone' is the Mentee in?
5. The Mentoring Cycle
6. Mentor Skills
7. How you can prepare for your Mentoring Meetings?



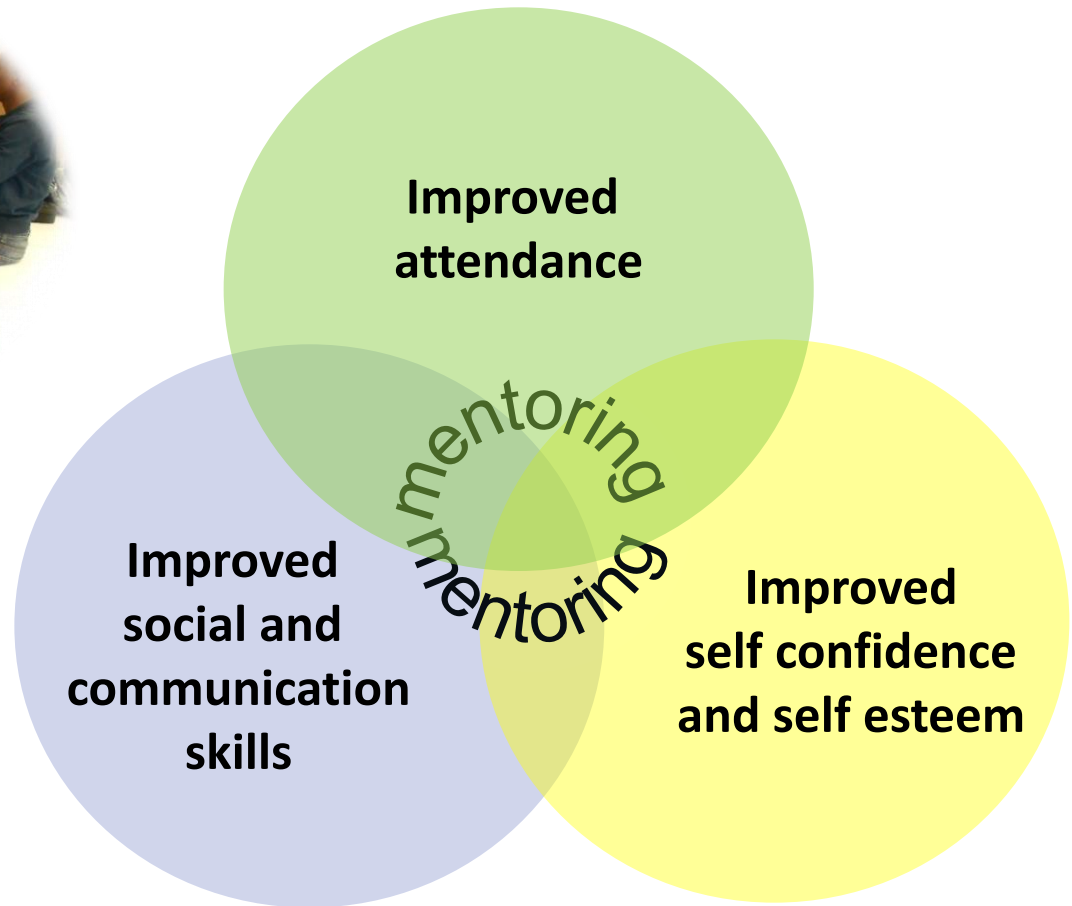


UKZN – INSPIRING GREATNESS

What is Mentoring

- Mentoring is a positive developmental partnership, which is driven primarily by the mentee. It offers a **reflective space** where the mentee can take responsibility for and discuss their development
- Its primary aim is to **build capability and self-reliance** in the Mentee
- Mentors can help **highlight issues** and to assist the Mentee in **planning** ways through them
- They can help **clarify the Mentee's perspective** while bringing an additional **impartial view** to bear on the issues
- Sometimes, when the issues are straightforward and urgent, a Mentor might offer advice or give some direction
- **Confidentiality, trust, understanding and positive expectation** are key to a successful partnership

Mentorship?



What is the Role of My Mentor?

What do mentors do?

- **Coach...**

by providing examples of how to perform tasks

- **Facilitate...**

by creating opportunities for learners to use new skills

- **Counsel...**

by helping the learner to explore the consequences of potential decisions

- **Network...**

by referring the learning to others when the mentor's experience is insufficient

What a mentor is...

Coach

Facilitator

Listener

Friend

Guide

What a mentor isn't...

Saviour

Therapist

Servant

Omniscient being

Mentoring agreement

- **Time**
- **Flexibility**
- **Confidentiality**
- **Boundaries**
- **Review and evaluation**
- **If you think something is going wrong**

Soft Skills

- ***Communication***
- ***Self-Motivation***
- ***Leadership***
- ***Responsibility***
- ***Teamwork***
- ***Problem Solving***
- ***Decisiveness***
- ***Ability to Work Under Pressure and Time Management***
- ***Flexibility***
- ***Negotiation and Conflict Resolution***

What makes a good Mentor

Are you interested in helping others to succeed - even if they may surpass you in achievement?

Are you reliable, honest, and trustworthy to keep things confidential?

Are you capable of active listening - not interrupting, picking up important cues from what someone says, able to reflect back the relevant issues and check understanding, minimising assumptions and prejudices?

- Are you empathetic - can you convey understanding of their experience without saying 'yes me too' and launching into anecdotes of your own?

Are you able to question someone sensitively but empoweringly to help them explore their own issues?

Can you pass on your knowledge and expertise clearly, encouragingly and helpfully?

Skills Required By Mentors

- Ability to build rapport with the mentee
- Communication skills
- Feedback skills
- Questioning skills
- Listening skills
- Interpersonal skills

ZONES

**DEAD
ZONE**

**COMFORT
ZONE**

**STRETCH
ZONE**

**PANIC
ZONE**

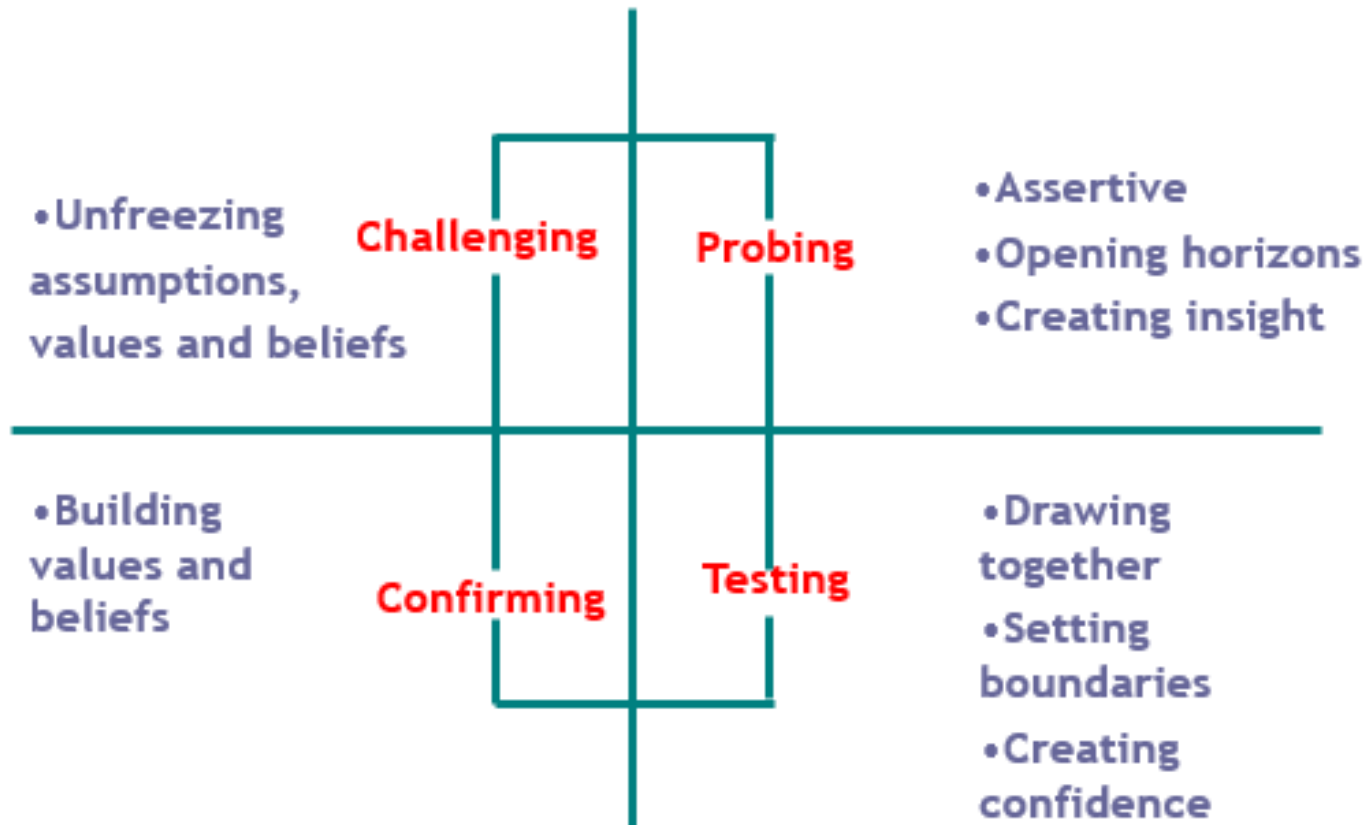
METORING CYCLE

1. Rapport-building: Developing mutual trust and comfort
2. Contracting/Ground Rules: Exploring each other's expectations of mentoring
3. Direction-setting: Agreeing initial goals for the relationship
4. Progress making: Experimentation and learning proceed rapidly
5. Maturation: Relationship becomes mutual in terms of learning and mentee becomes increasingly self-reliant.
6. Closure: Formal relationship ends, an informal one may continue

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Questioning Styles For Mentors



Summary – Key Points

- **‘Contracting’ at the beginning of the partnership e.g.**
 - Discuss and clarify each other’s expectations
 - Be clear about roles
 - Agree logistics such as meeting arrangements (location, frequency etc.)
- **Maintain a structure i.e. clear goals, actions between meetings**
- **Review relationship regularly – is it still of value?**
- **Continue only as long as there are goals to achieve**
- **Mentor style is guiding and facilitative**
- **Keep it confidential**

Jay Shetty's

10 RULES FOR SUCCESS

1. BE EXPOSED TO NEW EXPERIENCES
2. #BELIEVE
3. REFINE YOUR INTENTION
4. KNOW YOUR ELEMENT, ENVIRONMENT & ENERGY
5. PRACTICE
6. MAKE IT HAPPEN RIGHT NOW
7. FIND YOUR PASSION
8. OVERCOME CHALLENGES
9. REDEFINE FAILURE
10. DECIDE TO BE A PILOT

Thank you

- Questions?

