A Model for Successful Mentoring Partnerships

Mentor

Background:

- •Inclusive university knowledge
- Discipline expertise
- •Relevant experience
- •External network

Characteristics:

- Moderately extraverted
- •Strong interpersonal skills
- Strong communication skills
- •Not overly directive or dominating

FIT

Protégé

Background:

- Career capability
- Professional development readiness

Characteristics:

- Communication skills
- Accepting of feedback
- •Open to learning & change

Mentor Behaviors

- •Is responsive
- •Uses expert and Socratic coaching
- Motivates
- Provides feedback
- •Offers career advice

Protégé **Behaviors**

- Takes charge of own development

Mentoring Process

Two-Way Communication Mentoring Agreement Goals & Action Plans Follow Through Accountability Confidentiality & Trust

Share...

Expertise Interpersonal Support Networking/Navigating

Career Discussions Relationship Building Time Commitment **Interpersonal Comfort** Partnership Evaluation & Feedback Mutual Reward

Mentor Outcomes

- •Improved relationships
- •Enhanced leadership skills
- •Fulfillment in teaching
- •Continuous learning
- •Enhanced job attitudes
- •Increased faculty collaboration

Protégé Outcomes

- Increased job satisfaction
- •Increased job commitment
- •Longer tenure
- Higher compensation
- •Greater chance of promotion
- •Enhanced confidence
- •Formulated career plan
- •Stronger scholarship & overall performance

Organizational Outcomes

- •Retention of knowledge
- Transfer of history
- •Decreased departmental, hierarchical, and generational barriers
- •Better succession planning
- •Increased faculty retention

- Makes time
- •Follows through
- Takes initiative