

MENTORING



CLASSIC MODEL (FORMAL APPROACH):

Involves a one-on-one relationship between a more experienced mentor and a less experienced mentee who belong to the same professional field. Meetings are organized and focused, facilitating skill transfer, career guidance, and personal development.

GROUP MENTORING:

Participants often benefit not only from the mentor's guidance but also from the diverse perspectives and insights of their peers within the group. This can foster a collaborative learning environment and provide a sense of community.



REVERSE MENTORING:

Both parties, irrespective of age or experience, take turns being the mentor and the mentee. Older generations benefit from the technological insights of millennials, while the younger generation gains wisdom from the experience of their elders. This dynamic exchange fosters a collaborative learning environment.

SPOT MENTORING:

This informal mentoring style is characterized by one-off, specific, and focused mentoring "spot" meetings. Senior leaders are approached as needed for advice, guidance, or solutions to particular challenges. It is a flexible and responsive approach that addresses immediate needs without a long-term commitment.



PEER MENTORING:

Involves small groups of individuals at similar career stages who come together for regular meetings. These sessions create a supportive environment where participants can share experiences, insights, and advice. It fosters a sense of community and provides a platform for mutual growth and development.

CONSIDER THE VARIOUS MENTORING STYLES PRESENTED

- Which style do you think **aligns best** with your current professional or personal needs and goals?
- How might adopting that mentoring style **enhance your career-related or psychosocial needs**?

COACHING:

Involves a thought-provoking and creative partnership between a coach and a client, with a focus on improving individual or organizational outcomes. The shared goal is to achieve positive results through an intimate and supportive relationship.



THERE ARE 3 TYPES OF COACHING OUTCOMES



FEELINGS & MOTIVATION:

Examples: Boosting confidence and well-being.

LEARNING & PROBLEM SOLVING:

Examples: Gaining new knowledge and effective problem-solving strategies.

PRACTICAL SKILLS:

Examples: Mastering negotiation and delegation skills for improved performance.



EXAMPLES OF COACHING:



Workplace, Life, Executive, Career, Performance, Business, Health and Wellness, Team, Sales, Communication, Financial, Academic, Conflict Resolution, Parenting and more...



Studies* suggest that **the number of coaching sessions doesn't reliably predict outcomes**, as found in three research reviews. How much coaching is needed is a decision between you and your coach!

* Workplace coaching: a meta-analysis and recommendations for advancing the science of coaching.

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