



The Learner-Centered Mentoring Model

Mentee Role: Mentees are active partners in the relationship. They are responsible for the diagnosis, planning, implementation, and evaluation of their own learning development.

Mentee Guidelines: The beginning

1. Be able and willing to locate the mentoring that is needed
2. Approach potential mentors based on an awareness of what the person has to offer
3. Be prepared to articulate what you want from a mentorship
4. Determine if a mentoring relationship can benefit both individuals
5. Ensure that your time commitment is adequate to work with a mentor

Mentee Guidelines: The relationship

1. Convey enthusiasm and appreciation
2. Be prepared/play an active role
3. Discuss and define goals/learning styles
4. Define communication preference and meeting frequency
5. Be patient, understanding, and honest

Mentor Role: Mentors are the relationship facilitators. Their role is to create and maintain a supportive climate that promotes the conditions necessary for learning and development to take place.

Mentor Guidelines: The beginning

1. Plan experiences that allow the mentee to be successful and grow in competency and self esteem
2. Discuss what is needed to achieve desired outcomes
3. Identify learning opportunities
4. Set roles and expectations
5. Explore and discuss challenges

Mentor Guidelines: The relationship

1. Check in, ask about progress and convey ongoing support
2. Acknowledge the mentee's strength and encourage goal attainment
3. Explore potential problems and assist in problem solving
4. Suggest practical ideas, demonstrate appropriate behavior, and positive ways to handle situations
5. Provide support, give feedback, and develop the mentees' self confidence

What we ask of you?

- Committing time
- Building relationships
- Being available by phone, text, or email
- Maintaining open communication
- Actively listening
- Giving feedback without judgement
- Evaluating the process

What you will gain!

- A new relationship
- Pride in being part of someone else's growth and development
- Practice in listening and giving feedback
- Problem solving skills and leadership qualities
- The opportunity to inspire others
- Personal growth and professional development

