

Mentoring Functions Notes

Group 1

1. Identify potential in student
2. Take initiative
3. Guidance forward—career/life
4. Social involvement
5. Coaching/constructive criticism
6. Confidence building
7. Opportunities/networking

Group 2

- Be conscientious
- Be constructively critical
- Help provide/explore opportunities
- Advocate on behalf of protégé
- Foster independence
- Take role seriously

Group 3

- Define goals
- Dynamic relationship based on career development
- Responsible to long-term relationship or commitment
- Trust, mutual respect
- Details: provide feedback, collegial relationship, model professional techniques

Group 4

1. Support and encouragement (psychological, etc.)
2. BE a role model (academically and personally)
3. Understanding background (ethnic, culture, gender, academic, etc.)
4. Skillful recognition of student's needs (and then accommodating them)
5. Specialized training (e.g., interview)
6. Guiding for long-term goals (e.g., prep for grad school, going to conferences, discuss vocational ambitions)
7. Facilitate networking
8. Develop long-term positive relationship
9. Persistence and patience!

Group 5

1. Support
2. Encouragement/challenge
3. Role model
4. Leading the way

5. Fostering self-growth
6. Personal relationship develops/vested