



Mentoring

Early Career Researchers lunchmeeting
Young Academy of Groningen

University of Groningen

Dicky Tamminga en Liesbeth Volbeda

Process of Mentoring

- › Preparing: goal setting
- › Matching: establishing agreements with mentor
- › Doing the work:
meetings/homework/reflections
- › Coming to closure

What is mentoring?

- › *Definitions by Jennifer de Vries*
- › *helps to define and understand your career goals and pursue them – **instrumental***
- › *engages actively in your learning and helps to critically reflect on your experiences – **psycho-social development***
- › *helps to integrate new insights, tacit knowledge, internal running of the organisation – **bifocal mentoring***
- › *reflects (with you) on real issues and concerns*
- › *Mentoring provides you with new ways of thinking/ broader awareness*

Mentoring & other guidance

Supervisor – management/ your boss

Training/Coach – asks great questions

Sponsor - helps to realize/advocates in the organisation

Mentor - critical elder friend with great answers, facilitates, listens and gives feedback

Peers - colleagues

Kitchentable - family & friends

Criteria; how to choose?

- › Every career stage—mentoring vs mentor for life?
- › Inside or outside group/faculty/UG/Academia

Secrets of Effective mentoring

- › Choose the right mentor
- › Clear on mutual expectations
- › Trust/ no judging/ critical friend
- › Agenda is your responsibility
- › No blame, goodbye

What is in it for the mentor

- › Enjoys to facilitate, listen and give feedback
- › Opportunity to pass on knowledge and experience
- › Helping others is rewarding
- › Opportunity to enhance visibility, reputation and to contribute to the community/organization

Interested? Next step

Different approaches

HR advisor of your faculty/institute

- › Register in our project Mentoring (from Jan 1st 2018) My University
- › HR Experts/Jildou Spoelstra

Questions?