

What is Mentoring

Mentoring is to support and encourage people to manage their own learning in order that they may maximise their potential, develop their skills, improve their performance and become the person they want to be.'

There are particular words and phrases in this quote that draw our attention:

- 'Supporting' and 'encouraging' suggest it is non-directive.
- 'Manage their own learning' suggests that the responsibility for this lies with the mentee.
- 'Maximise potential, develop their skills, improve their performance' identifies the spirit of growth and development.
- 'The person they want to be' clarifies that this is about an individual establishing their own goals with help.

Mentoring for WAGGGS

Mentoring is about supporting individuals so that they develop more effectively. It is a partnership between a mentor (the person giving guidance) and a mentee (the person receiving guidance) designed to build confidence in the mentee. The mentoring partnership can include learning, experimenting and developing skills. The results of mentoring can be measured in terms of the skills, attitudes and competencies gained by the mentee.

Mentoring differs from other forms of help such as instructing, training, tutoring or coaching. The mentor does not need to be a qualified trainer or expert. Mentoring is not personal therapy.

The mentoring partnership requires mutual confidence and trust. The mentor and mentee should get along well together and enjoy one another's company without necessarily becoming friends. They both need to be involved and seriously committed to the mentoring process.

What is a mentor?

A mentor is an experienced person who helps the mentee to set goals and develop skills to reach those goals.

A mentor is a person with experience with the volunteer role that the mentee is involved in. She will guide, listen, advise, support, coach and encourage in all aspects of the work including organisational structure and politics.

A mentor is a person who will show the mentee how to effectively do her job. She gives support for personal development and learning. Because it is a specially protected partnership, the mentor is able to give confidential feedback as well as encouragement for further progress.