

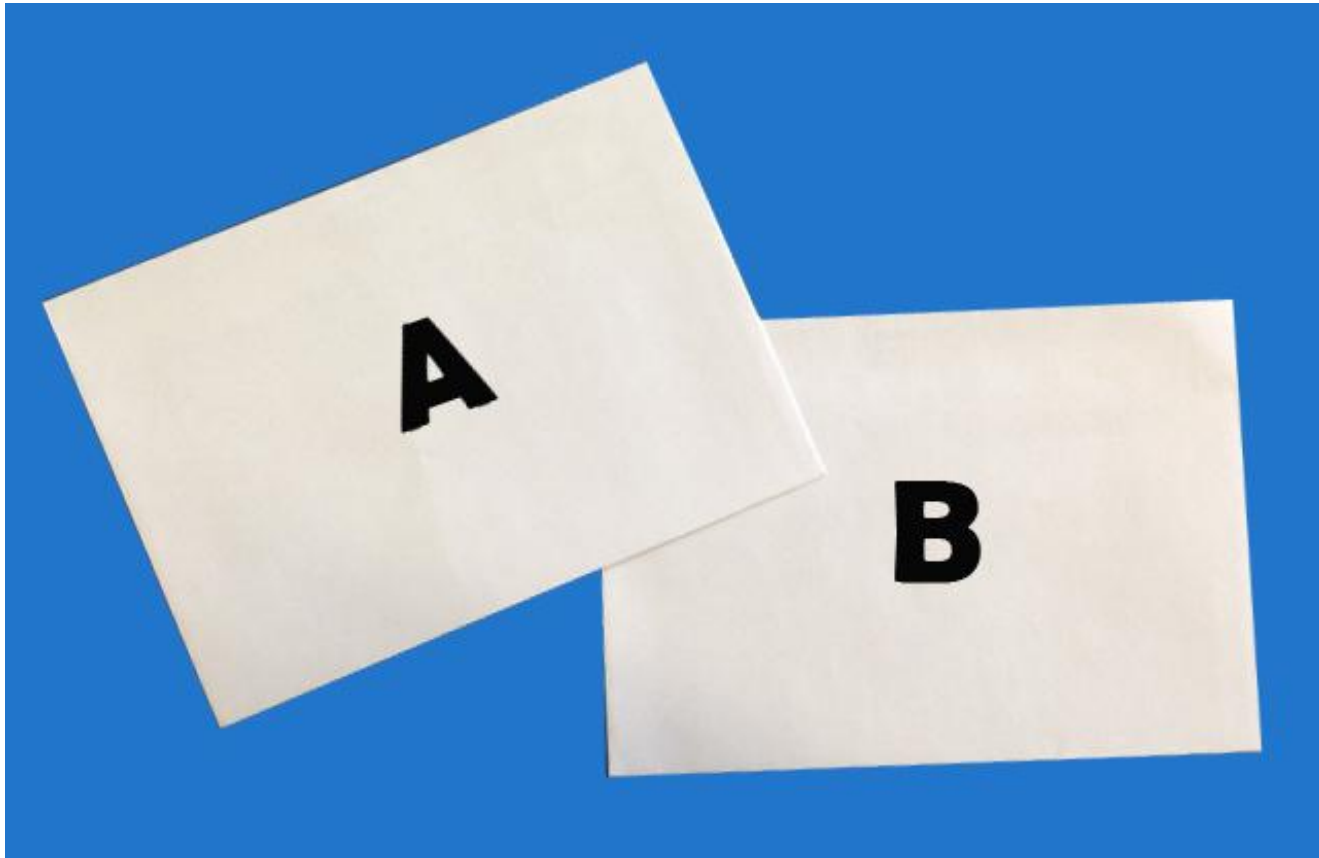
# Every Mentee Counts: Mentoring schemes for researchers



**Jos Finer, University of St Andrews**

**There's a lot  
of mentoring  
around these  
days**

# Mentoring exercise in pairs



# Underlying principles

**Mentee driven**

**Voluntary**

**Protected time**

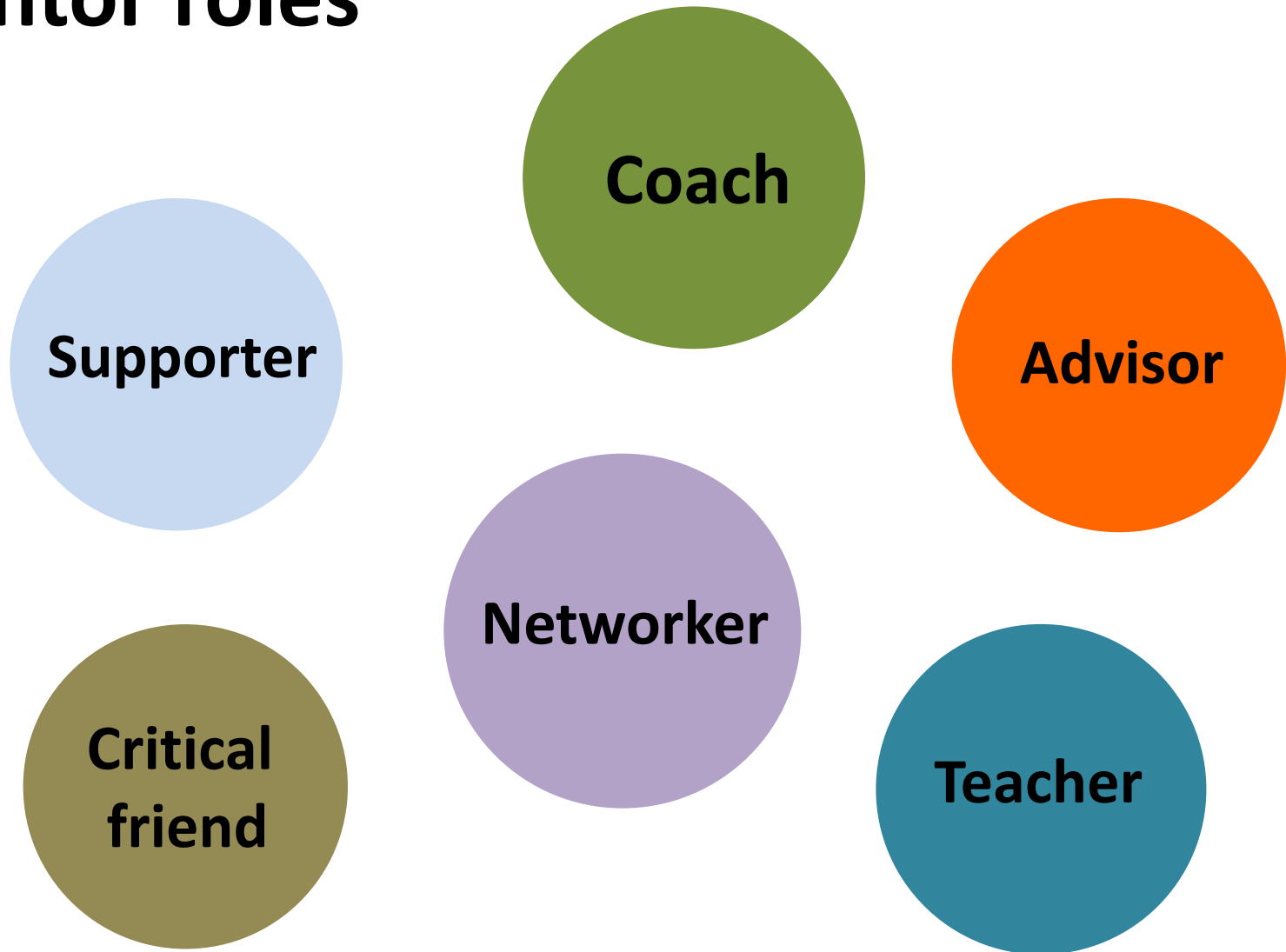
**Personal responsibility**

**Trust & confidentiality**

**Developmental & collaborative**

**Finite**

# Mentor roles



# Mentoring skills

Active listening & questioning

Analysing & problem solving

Supporting and challenging

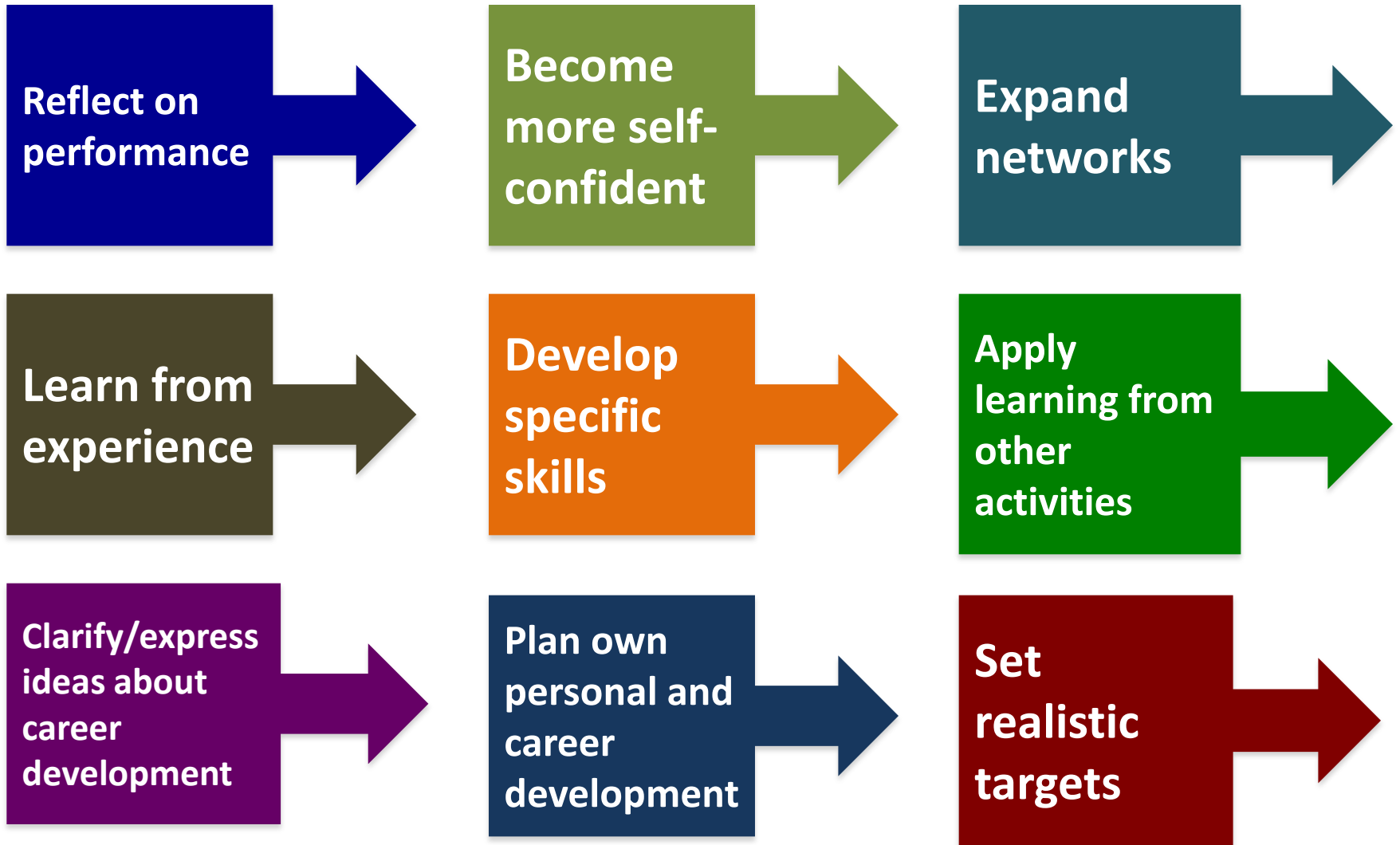
Giving feedback

Reflecting & summarising

# Matching and mentoring partnerships

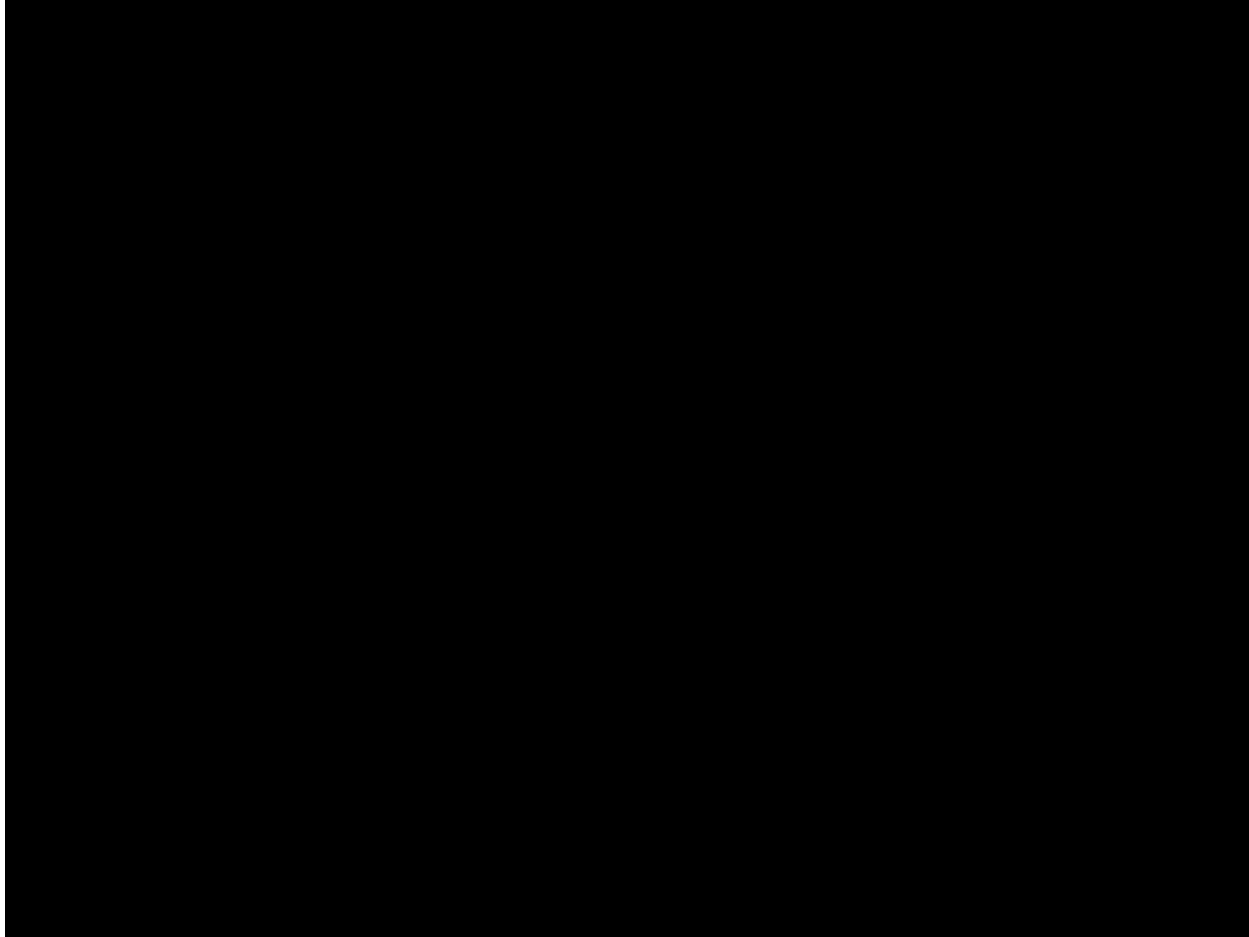


# A mentor can help a mentee to





# What do participants say about it?



# The particular benefits of mentoring....



# Feedback from participants...

I found the experience very rewarding, it made me think about what I want to achieve in my work and ideas about work/life

My mentor is supportive and inspiring. While I was intimidated by his academic experience and outputs, he recognised this and has managed to put me at ease

and suggestions for ways for me to advance my research profile

One of the most precious experiences I had since I have joined the University

and how to advance my research profile. This is exactly what I wanted from the mentoring scheme

I can speak openly to her... She has been very supportive. I think that I have given her quite a lot to do. Thank you for

Thoroughly enjoying it! Stimulating discussion, motivating me to push ahead

My experience was very positive – very focused on me as a mentee. My mentor is very professional, but has also put me at ease

# Thanks very much!