A Model for Successful Mentoring Partnerships

Mentor
Background:
• Inclusive university knowledge
• Discipline expertise
• Relevant experience
• External network
Characteristics:
• Moderately extraverted
• Strong interpersonal skills
• Strong communication skills
• Not overly directive or dominating

Mentor Behaviors
• Is responsive
• Uses expert and Socratic coaching
• Motivates
• Provides feedback
• Offers career advice

Mentor Outcomes
• Improved relationships
• Enhanced leadership skills
• Fulfillment in teaching
• Continuous learning
• Enhanced job attitudes
• Increased faculty collaboration

Protégé
Background:
• Career capability
• Professional development readiness
Characteristics:
• Communication skills
• Accepting of feedback
• Open to learning & change

Protégé Behaviors
• Makes time
• Follows through
• Takes initiative
• Takes charge of own development

Protégé Outcomes
• Increased job satisfaction
• Increased job commitment
• Longer tenure
• Higher compensation
• Greater chance of promotion
• Enhanced confidence
• Formulated career plan
• Stronger scholarship & overall performance

Mentoring Process
Two-Way Communication
Mentoring Agreement
Goals & Action Plans
Follow Through
Accountability
Confidentiality & Trust

Share…
Expertise
Interpersonal Support
Networking/Navigating

Career Discussions
Relationship Building
Time Commitment
Interpersonal Comfort
Partnership Evaluation & Feedback
Mutual Reward

Organizational Outcomes
• Retention of knowledge
• Transfer of history
• Decreased departmental, hierarchical, and generational barriers
• Better succession planning
• Increased faculty retention

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