Why become a mentor?

It will:
- re-energise your career;
- provide satisfaction in sharing your ideas with others;
- increase productivity levels;
- increase your job satisfaction;
- help you to keep abreast of new trends and techniques;
- increase your network;
- increase your insights into yourself and ways of working and that of others;
- provide satisfaction that you are contributing and making a difference; and
- it is a source of collaborators for future projects in teaching and research.

Common Mentoring Myths

Myth: Mentoring is one-way
- both people can learn from each other’s strengths and experiences
- as a mentor, you can learn something new too
- your mentor’s perspective may make you think about things differently
- a good mentoring partnership is always a two-way relationship. There must be mutual benefit!

Myth: Mentors must be older
- age does not qualify or disqualify someone from being a mentor
- mentors will be chosen for their understanding, skill and capacity to share what they know.
- selection will be based on the professional development needs of the mentee

Frequently Asked Questions

Q: Don’t mentoring relationships happen on their own?
A: While informal mentoring does happen and is often extremely effective, research has suggested that to meet the individual and organisational needs of research development, mentoring requires:
- intention and effort and a will to make it work
- monitoring, evaluation and support to ensure that it is meeting the needs and expectations of those involved
- trouble shooting by an outsider if it is failing

Q: How much time must I devote?
A: Each mentoring relationship is unique, and so is the time and energy that goes into it. The amount of time depends on the mentor and mentee agreeing on the purpose and focus of their relationship. The recommendation is to spend at least 2 hours each month.