What is Mentoring?

ROLES, QUALITIES, AND EXPECTATIONS

Mentoring is a space for support and learning in which an experienced person **(mentor)** shares their knowledge and guides another person **(mentee)** to help them grow, learn, achieve their goals, and discover new opportunities. It is a relationship based on trust, communication, and mutual growth.

MENTOR
An experienced person who supports, guides, and shares knowledge.

MENTEE
A person who receives guidance, takes advantage of experience, and applies what they have learned.

Roles

MENTOR	MENTEE
Guide	Active learner
Facilitator	Manages their development
Provides feedback	Open to receiving feedback
Active listener	Attentive
Bridge to opportunities	Follows up on agreements
Attentive	Responsible
Responsive	

Key qualities

- Empathy
- Patience
- Commitment
- Honesty
- Clear communication

- Receptiveness
- Initiative
- Self-criticism
- Perseverance
- Proactivity

Recommendations

CONNECT.
Look for ways to connect and opportunities to meet in person. Go to the field together, attend a conference together, etc.

DOCUMENT.
Document your progress, meetings, and activities. Remember that they will support your reports and help us continue this effort.

SHARE.
Share opportunities, resources, and relevant material. Are there any key or recent articles you can share? Funding opportunities? Other useful opportunities?

COMMUNICATE.
Find the best means of communication for both parties. Phone calls, WhatsApp messages, text messages, Zoom?

MANAGE YOUR TIME.
Be honest about your time constraints. Let them know in advance when you will be away or without access to communication channels, share the times that work best for you to connect, and what the expectations should be regarding response time.

Observations

Complications. If you feel that things are not working as they should or there are difficulties, contact the N-Gen team at **nextgensd2012@gmail.com**

The mentor should not serve as a member of the mentee's academic committee. If this is the case, it is important to ensure that the mentor-mentee relationship does not interfere with or complicate the mentee's relationship with their advisor or committee. Open communication on this issue is highly recommended.

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