Tools for Mentors

Mentors have a variety of tools to make the mentorship experience more valuable, from active listening and reflective questioning to using practical examples and sharing real-life experiences. These tools help guide the mentee with clarity, motivation, and confidence, creating an open space where learning flows in both directions.

Below, we share examples of these tools along with reference links for their application.

Planning and Development tools

SMART Goals:

Help establish Specific, Measurable, Achievable, Relevant, and Time-bound goals for the mentee.

https://www.ucop.edu/local-human-resources/_files/performance-appraisal/How+to+write+SMART+Goals+v2.pdf

https://cada.udd.cl/files/2018/11/2.-B-.pdf

GROW Model:

A framework for mentoring conversations: Goal, Reality, Options, and Will.

https://www.otago.ac.nz/__data/assets/pdf_file/0022/250195/grow-model-613477.pdf

https://www.santanderopenacademy.com/es/blog/metodo-grow.html

SWOT Analysis:

Helps identify Strengths, Opportunities, Weaknesses, and Threats to guide the mentee's development.

https://ctb.ku.edu/es/tabla-de-contenidos/valoracion/valorar-las-necesidades-y-recursos-comunitarios/FODA-analisis/principal

https://ctb.ku.edu/en/table-of-contents/assessment/assessing-community-needs-and-resources/swot-analysis/main

Socratic Questioning:

Allows identifying strengths, opportunities, weaknesses, and threats to guide the learner 's development

https://ctb.ku.edu/es/tabla-de-contenidos/valoracion/valorar-las-necesidades-y-recursos-comunitarios/FODA-analisis/principal

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