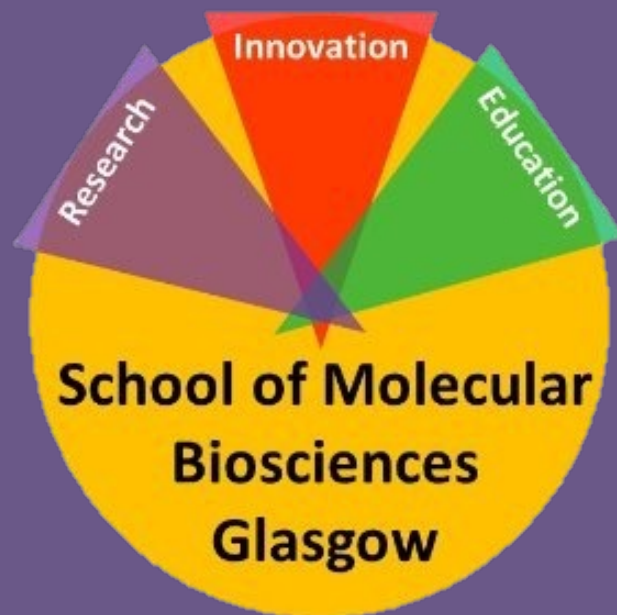


Mentoring in the School of Molecular Biosciences



University
of Glasgow

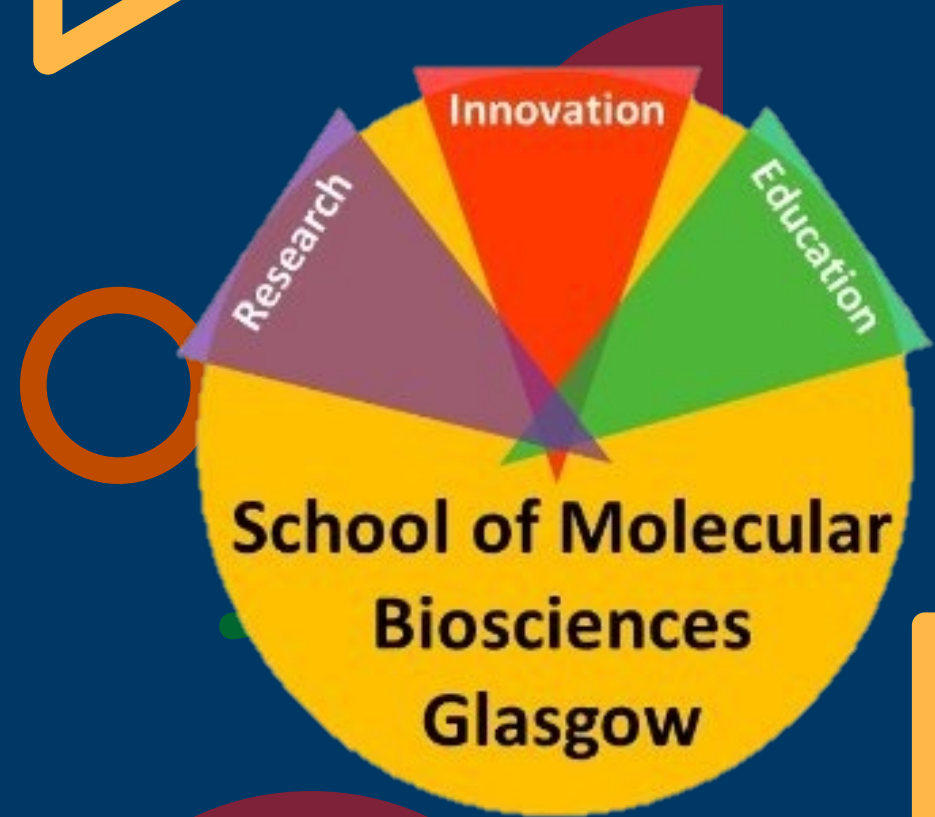
What is mentoring?

The SMB mentoring scheme works to provide informal support from other school members for staff and PhD students.

Our developmental mentoring scheme aims for mentors to assist mentees to make the best decisions for their future and to aid the mentee's growth and skills development.

How does mentoring in SMB work?

- We operate an opt-out system
- Based on preferences, we try to match a mentor and mentee pair
- Mentees arrange the first meeting with their mentor
- Mentor pairs meet twice a year
- You can be rematched at any time



Mentoring is...

Mentee-driven

An opportunity to share your experiences and ideas

A space to learn from someone new

A non-judgemental environment to explore your career

What mentoring isn't...

Mentoring is not a formalised arrangement

Mentors are not second line managers

Mentors don't need to tell their mentees what to do

Mentors shouldn't solve problems for their mentees

Mentee responsibilities



REACH OUT TO
MENTOR TO ARRANGE
MEETINGS



CONSIDER YOUR
CONVERSATION
QUESTIONS OR TOPICS



GIVE YOUR MENTOR A
FEW WEEKS NOTICE
BEFORE A MEETING



ARRANGE ONE
MEETING EVERY SIX
MONTHS



TAKE TIME TO REFLECT
ON YOUR DISCUSSION



TAKE NOTES
CONSIDERING FUTURE
PLANS

A mentee's role

- Respect your mentor's time
- Be honest about your goals
- Be committed to your learning
- Prepare for each session
- Make up your own mind
- Manage the minimal admin

Mentor responsibilities



ENCOURAGE YOUR
MENTOR TO NAVIGATE
HURDLES



PROVIDE THEM WITH
YOUR OPINIONS ON
CHALLENGES



SHARE YOUR OWN
IDEAS AND
SUGGESTIONS



FOLLOW UP ON
AGREED ACTIONS



HOLD A SAFER SPACE
FOR POTENTIALLY
DIFFICULT TOPICS

A mentor's role

- Sounding Board
- Role Model
- Challenger
- Career Counsellor
- Development Advisor
- Professional Advisor
- Critical Friend
- Networker / Facilitator

Why engage in our mentorship scheme?



Mentoring provides a safer space to explore professional development and work-based issues.



Mentoring is a great opportunity to develop skills in supporting others



Mentoring builds an inclusive space to explore new ideas



Mentoring schemes improve cohesion within research organisations

What to expect...

Empathy & constructive challenges

Sharing of experiences in confidentiality

Friendliness & help with understanding

Network building opportunities

A sounding board for future ideas

What is commonly discussed in sessions?


People stuff:

- Navigating relationships with your colleagues
- Dealing with demanding situations and a high workload

Career development

- Building networks within and beyond Glasgow
- How to build your career and know what's right for you

Balance and health:

- Work-life balance
 - Balancing your own health needs
 - Dealing with stress and burnout
- 

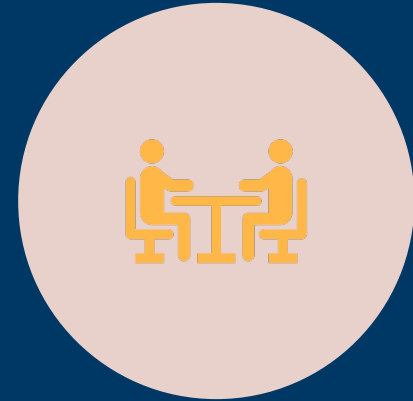
Important considerations



MENTORS CAN ONLY OFFER THEIR ADVICE. THEY WILL NOT ALWAYS HAVE THE KNOWLEDGE OR EXPERIENCE TO COVER ALL AREAS.



IN SOME CIRCUMSTANCES, ADVICE FROM OTHER STAFF AND/OR HUMAN RESOURCES MAY BE SOUGHT BY THE MENTEE.



ALL COMMUNICATION BETWEEN MENTOR AND MENTEE SHOULD BE KEPT CONFIDENTIAL UNLESS OTHERWISE AGREED.

Important considerations

Mentors should be aware of training opportunities, career development schemes, and support networks offered by the university

Where appropriate they should encourage their mentees to consider these opportunities and others available beyond the university.

Additional resources

- [University of Glasgow GROW framework](#)
- The Mentoring Manual **Julie Starr**
- Coaching For Performance **Sir John Whitmore**
- Techniques for Coaching and Mentoring **David Megginson & David Clutterbuck**
- Everyone Needs a Mentor **David Clutterbuck**
- Time to Think **Nancy Kline**

