

New Mentoring Definition – Summary of Findings

This new proposed definition has been broken down below and the sources of different aspects of the new definition are exemplified in the numbered references.

Key parts of mentoring derived from the consultation

Several leading professionals refer to learning and describe the Mentor/Mentee dynamic as a relationship.

All interviewees talk of skills, knowledge, and expertise being transferred or shared between Mentor/Mentee. The Survey lists Knowledge transfer as the top keyword. Expertise reflects references to Domain Knowledge and experience.

Developmental Conversation: is the result of the initial definition and additional ideas from survey results, and the idea that the setting in which Mentoring takes is a conversational space.

Experience Sharing: Suggests that a Mentor may have experience of the mentees desired knowledge gain. A number of those surveyed suggested a person with greater experience share; that the relationship adds insights into each other's values and skills; and that the Mentor needs specific knowledge (implicit in experience)

Role Modelling: This was mentioned very often during our feedback gathering

Contexts are very broad reflecting the understanding of mentoring in the Americas, Australasia compared to Europe, for example, the IMA stress the value of mentoring in sharing of network relationships and for career development.

Two-way partnership: All experts reflected on the learning the Mentor takes from the mentoring relationship, supporting a two-way experience.

Mutual Learning: A Mentor learns from each meeting as does the Mentee – learning exchange, also having benefits for the mentor, mutually beneficial, 2-way development relationship, reciprocal, yet asymmetrical relationship established for the personal and professional development of the participants and mutual knowledge transfer

The new definition simply states, 'valuing differences' and 'inclusive'.

The original EMCC definition used the following words: "between peers or across differences such as age, race or discipline" but we felt that simplifying this was

better to embrace all possible differences rather than prescribing a specific narrow list of values/qualities that a Mentor or Mentee should hold/be aware of.