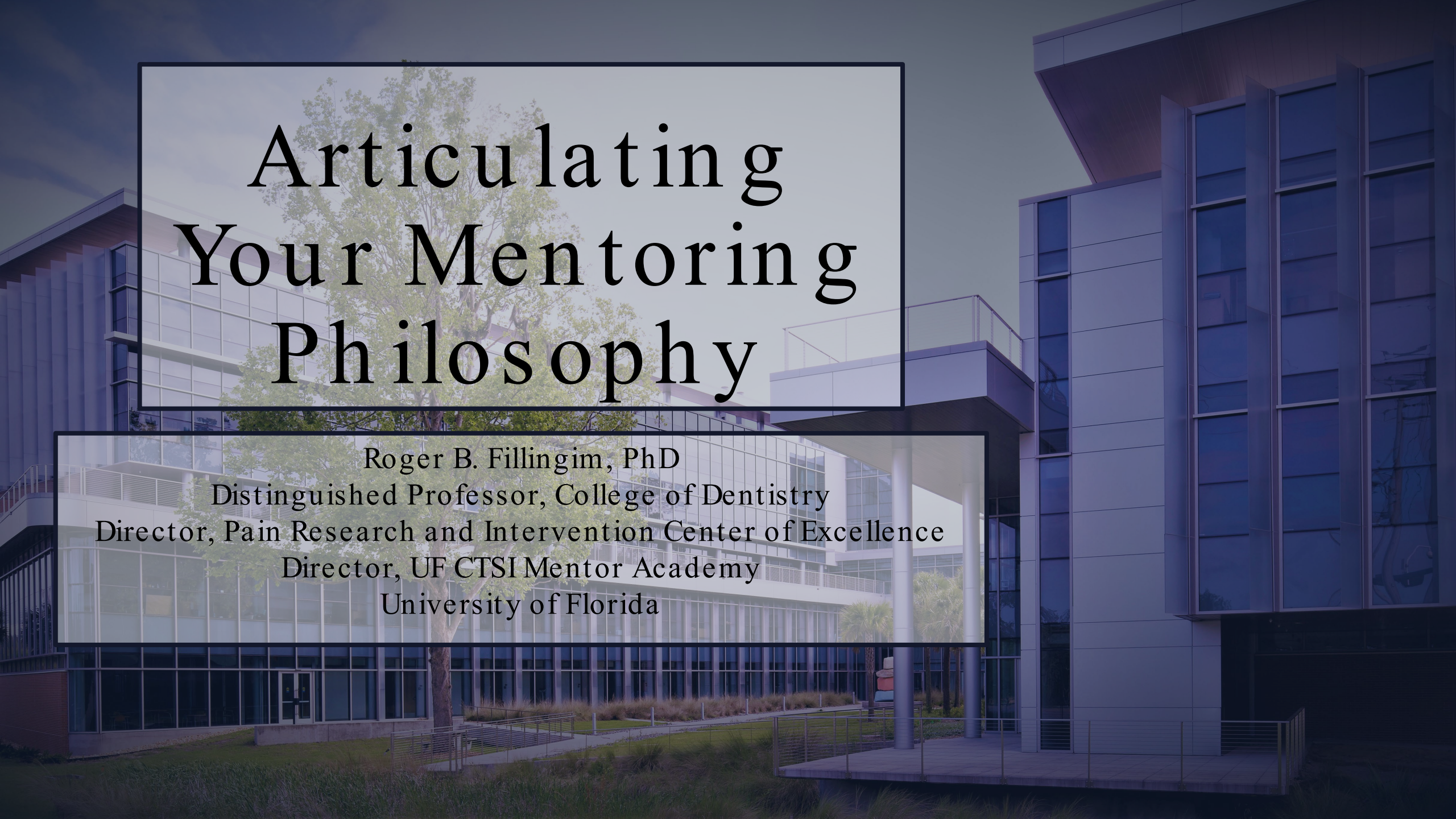




Articulating Your Mentoring Philosophy

Roger B. Fillingim, PhD

Distinguished Professor, College of Dentistry

Director, Pain Research and Intervention Center of Excellence

Director, UF CTSI Mentor Academy

University of Florida

What Is a Mentoring Philosophy?

- A statement that explains and justifies the way you approach personal and professional relationships with mentees as you guide their career development.
- That is, it states what type of mentor you are

Common Themes of Mentoring Philosophies

- Identifying students' goals
- Evaluating students' understanding
- Evaluating students' talents and building on them
- Developing a relationship founded on mutual respect
- Promoting ownership of their work and accountability
- Sharing your own experience
- Creating an interactive research environment
- Identifying what motivates each student
- Balancing belief with action and experience
- Creating a safe environment in which students feel that it is acceptable to fail and learn from their mistakes
- Encouraging growth through challenges
- Promoting learning through inquiry
- Walking experimental avenues together

Models of Mentoring

- Cloning Model -a relationship in which a mentor seeks not simply to direct, but to control, a mentee
- Nurturing Model - a mentoring style in which a mentor fulfills some of the functions of a parent figure, creating a safe, open environment in which a mentee can both learn and try things for him- or herself
- Friendship Model - the mentor and mentee were viewed as peers rather than being involved in a hierarchical relationship, and collaborative, reciprocal, mutual engagement was the norm.
- Apprentice Model - a pragmatic, largely “hands-off” model that involves mentoring without moving into the more personal or social aspects that characterize the Friendship Model

Mentoring Styles

- Challenger
- Cheerleader
- Educator
- Ideator
- Connector

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Your Mentoring Philosophy ...

- Reveals your core beliefs about the mentor-mentee relationship
- Dictates the expectations you have of yourself and the mentee
- Influences both the mentoring process and the outcomes from the mentoring relationship
- Reflects your personality, biases, preferences and work style
- Evolves with experience and professional development

Reflecting on Your Mentoring Philosophy

- **Reflect on topics covered in previous sessions**
 - **Communication**
 - **Aligning Expectations**
 - **Ethics in Mentoring**
 - **Diversity & Inclusion**
 - **Fostering Independence**

WHAT CHANGES WILL YOU MAKE IN YOUR
MENTORING BEHAVIOR OR PHILOSOPHY
BASED ON THIS MENTOR TRAINING?

Mentoring Philosophy

- In articulating your mentoring philosophy, it is important to consider both the process and the outcomes of your mentoring relationships.
- Your mentoring philosophy should consider the three primary functions of a mentor:
 - Career guidance
 - Emotional Support
 - Work/life balance

Articulating Your Mentoring Philosophy

- As a mentor, my primary goal is to...
- In order to most effectively accomplish this goal, I will...
- I expect my mentees to...
- I strive for my mentoring relationships to be...

Articulating Your Mentoring Philosophy

- As a mentor, my primary goal is to...
provide guidance and support for my mentee enabling them to identify and achieve their professional and personal goals

Articulating Your Mentoring Philosophy

- In order to most effectively accomplish this goal...

I will make myself available to my mentee, provide feedback in a timely fashion, and communicate openly about both process and content issues.

Articulating Your Mentoring Philosophy

- I expect my mentees to...

Drive the relationship and be more invested in their own success than I am. Thus, they should be prepared for our meetings, follow through on planned activities, be productive, show self-initiative, and ask for help when needed.

Articulating Your Mentoring Philosophy

- I strive for my mentoring relationships to be...
Honest, enjoyable, highly communicative, and mutually respectful.

Share Your Philosophy

- **Sharing your mentoring philosophy with mentees can help clarify roles and expectations**