

'What if' scenarios – example answers

<p>The mentor and trainee simply do not get on. How would you deal with this?</p>	<p>Discuss at next meeting. Be objective/ constructive If needed, inform personal tutor.</p>
<p>Your trainee has not contacted you for the past 4 weeks. What would you do, if anything?</p>	<p>Contact trainee again/ inform them if no contact will need to inform personal tutor. If get a reply – discuss reasons for timespan/ how to maintain communication/ record.</p>
<p>The mentor's job gets more demanding. What might happen?</p>	<p>Unable to provide appropriate support/ complete observations. Must be discussed with trainee asap. / strategies/ alternatives? Inform personal tutor/ HR?</p>
<p>Your trainee has just 'failed' their assessment (you were not the assessor) The trainee thinks they were hard done by & wants you to speak to their assessor</p>	<p>Get trainee to articulate key points/ reflect on validity of feedback received. Maybe offer to attend meeting with trainee. Not your role to liaise direct with assessor.</p>
<p>Trainee's line manager has contacted you & asked you to write a report about their performance (being taken through disciplinary procedures) – will this cause you any issues?</p>	<p>This might well cause concern. As an ITT mentor your role is developmental & supportive. Would need to explain to line manager that you could provide number of observations/meetings but any other details are confidential</p>
<p>You have serious concerns about the trainee's performance and feel that you need to speak to someone – what can you do?</p>	<p>Initially discuss with trainee. If they are unwilling to accept your comments, inform them that you have major concerns and on that basis must discuss them with their personal tutor.</p>
<p>The trainee is not listening to your feedback and appears arrogant. What do you do?</p>	<p>If possible get them to agree to some cpd eg observe a good role model/ reflect. Discuss with personal tutor.</p>
<p>As a mentor, you feel quite isolated. How do you deal with this?</p>	<p>Contact other mentors or 'buddy up'. Attend mentor focus meetings Contact ITT tutor to assess what is available for mentors.</p>
<p>Your trainee has listened to your suggestions and then tried them out in class, some of them with great success. How will this be recognised?</p>	<p>Praise, record on observation feedback. Ask trainee permission to share with others/ provide short case study? Recommend they share with own peers success.</p>