

## Example Answers –(Stage 1 Building Rapport)

Write down your objective in wanting to become a mentor

- Give something back/ gain satisfaction from contributing to a trainee's development
- Share knowledge and expertise
- Inspired by working with new trainees/ have challenging discussions with individuals who have fresh ideas/perspectives
- Opportunity to reflect upon and articulate own role
- Improved communication and management skills

Consider a case where you don't get on with an individual – how would you ensure that no barriers arise in the relationship with the trainee?

- Aim to be objective & non judgmental
- Comment only on what you have seen the trainee do or heard them say.
- Encourage the trainee to prepare the agenda for the meetings
- Reinforce that this is a two way learning relationship
- Act as a sounding board, listen

Think of situations that may occur in the mentoring relationship that would make the trainee feel uncomfortable – what are some of the boundaries?

- Confidentiality – circumstances that would require disclosure
- There to guide and challenge
- Need for honesty – don't take criticism personally
- Keep mentor informed if cannot make meeting/s
- Mentor will not do the work for them
- Both agree to follow through any action/s agreed
- Not getting anything out of the relationship? – must say/ discuss at next meeting – way forward (no fault divorce clause)

Imagine you are planning for the initial mentoring meeting. What points and topics would you plan to discuss?

- Getting to know each other
- Establish what each individual hopes to gain from the relationship
- Confirm the purpose of mentoring/ meetings/ what is required
- Start date – provisional end date.

- Means of communication
- Look at the learning agreement/ sign
- Discuss ground rules/ boundaries of the relationship
- Date/time/venue of next meeting