

How to Enhance your Mentoring Relationship: The Role of the Mentee

WebQuest Description: This WebQuest provides mentees with information and strategies to enhance your mentoring relationship from the beginning to the end of the relationship.

Grade Level: College / Adult

Curriculum: Life Skills / Careers

Keywords: mentor, mentee, role of the mentee, mentee responsibility

Published On:

Last Modified: 2019-01-23 21:19:08

WebQuest URL: <http://zunal.com/webquest.php?w=399548>

Introduction

Benjamin Franklin quoted, "Tell me and I forget. Teach me and I may remember. Involve me and I learn" (n.d.). With this in mind, your mentor has taken on the responsibility to help you learn. However, it is your responsibility to become and remain involved with the process. Remember, "Every beginner possesses a great potential to be an expert in his or her chosen field" (Akita, 2014). Your role in a mentoring relationship is important, as your expertise evolves with the unselfish guidance from your mentor. This tutorial will help you with choosing the right mentor, establishing the relationship, asking the right questions, keeping the mentoring relationship active and meaningful, dealing with conflict, and ending the mentoring relationship as needed. The WebQuest provided numerous readings and videos. You do not need to explore all the learning activities. Choose the activities that pertain to your learning needs. Have fun! Reference Akita, L. G. (2014). Think great, be great. CreateSpace Independent Publishing Ltd. USA. Lailah Gifty Akita. ISBN - 10:150283099X Image Citation ASSY. Manatee mailbox in Florida. Pixabay. Retrieved from <https://pixabay.com/en/mailbox-florida-manati-manatee-1635975/>

Tasks

Consider the mentoring relationships in which you have participated. This could be either as the mentee or mentor. Think about what worked or did not work for you. Read this short article, "Are you Mentee Material?", then answer the questions: Do you think you are mentee material? Why or why not? After this reflection and self-examination, you will move to the process page and explore a variety of resources. The selected resources help you to guide your thinking related to the mentoring process and relationship. Reference O'Rourke, A. (n.d.). Are you mentee material? Retrieved from <https://articles.bplans.com/are-you-mentee-material/> Image Citation Getty Images/Photo Researchers (2017, December 6). HuffPost. Retrieved from https://www.huffingtonpost.com/2013/08/01/manatee-photos-manatees_n_3678051.html

Process

The process page shares three phases of learning: The beginning of the mentoring process, the middle, and the end. Depending on where you are in the mentoring-mentee relationship, you can choose to engage in the learning resources as you see fit for your individual learning needs. The Beginning Process View: Iverson, A. & acmedsci. (2015, December 17). Preparing for your first mentoring meeting "a webinar with Dr. Amy Iverson. [Video file: 20:38 min.] Retrieved from <https://www.youtube.com/watch?v=1CnRHg6VWY> Lauren, K. (2015, February 5). How to work with a mentor. [Video file: 10:49 min.] Retrieved from https://www.youtube.com/watch?v=W7_uAcl9D9o Titus, A. & Chronus. (2017, May 15). Preparing for the first meeting with your mentor. [Video file; 1:58 min.]. Retrieved from <https://www.youtube.com/watch?v=wptFV9C2BkA> Read: Rashid, B. (2017, May 2). 3 reasons why all great leaders have mentors and mentees. Forbes. Retrieved from <https://www.forbes.com/sites/brianrashid/2017/05/02/3-reasons-all-great-leaders-have-mentors-and-mentees/#43f1ad4213f9> Neal, T. (2011, February 11). How to be a good mentee. Retrieved from <https://www.psychologicalscience.org/observer/how-to-be-a-good-mentee> The Middle Process View: Carmichael, E. (2018, March 5). True mentorship is not a one-way street. -Simon Sinek (@simonsinek). [Video file 12:32 min.]. Retrieved from <https://www.youtube.com/watch?v=UR8dZqn8rZc> Stols, L. (2016, May 8). Mentoring series: The role of the mentee. [Video file: 6:25 min.]. Retrieved from https://www.youtube.com/watch?v=zIKps86x_MY Burton V. (2017, March 4). 5 questions to ask a mentor. [Video file: 6:25 min.]. Retrieved from <https://www.youtube.com/watch?v=Fpn8-JEVbQwUWI> "Mentee's role in the mentoring relationship Webinar. [Video file: 50:20 min.]. Retrieved from <https://www.youtube.com/watch?v=jZymvAuRj9Y> Martel, D. (2016, October 10). 5 questions you should never ask your mentor. [Video file: 6:45 min.]. Retrieved from <https://www.youtube.com/watch?v=YMFIWvBCYUE> Martel, D. (2017, March 6). How to talk to your mentor without feeling nervous. [Video file: 9:17]. Retrieved from <https://www.youtube.com/watch?v=WAKoZx5qCKc> Wass, M. (2013, January 21). Building the mentoring relationship. [Video file: 7:50 min.]. Retrieved from <https://www.youtube.com/watch?v=7NG-YGGFWow> Provost, E. (2018, March). Structure, Goals, and Agenda. Retrieved from <https://support.peoplegrove.com/hc/en-us/articles/360001265792-Structure-Goals-and-Agendas> Chopra, V. & Saint, S. (2017, November 2). What mentors wished their mentees knew. Harvard Business review. Retrieved from <https://hbr.org/2017/11/what-mentors-wish-their-mentees-knew> Setty, R. (2017, December 6). 9

Characteristics of good mentoring relationships. HuffPost. Retrieved from https://www.huffingtonpost.com/rajesh-setty/9-characteristics-of-a-good-mentoring-relationship_b_6674602.htmlInsala. (2016, January 13). Top 10 tips for being a good mentee. Retrieved from <http://www.insala.com/Articles/top-10-tips-for-being-a-good-mentee.asp>The End ProcessView:theRBPgroup. (2016, May1). Ending a mentoring relationship. [Video file 37 sec.]. Retrieved from <https://www.youtube.com/watch?v=Tdrh6I0RtPU>Hoffman, S. (2018, August 1). How to break up with your mentor. [Video file: 2;24 min.]. Retrieved from <https://www.youtube.com/watch?v=cnfZ2uKY2QER>Read: Provost, E. (2018, November). Concluding the formal mentorship. Retrieved from <https://support.peoplegrove.com/hc/en-us/articles/360001279811-Concluding-the-formal-mentorship>Baton Rouge AIDS Society. (n.d.). How to end a mentoring relationship. (PDF)Pestalozzi, N. (2016, January 28). Breaking up is hard to do. Perspectives: Insights from management Concepts. Retrieved from <https://blogs.managementconcepts.com/breaking-up-is-hard-to-do/#.XEoEL7xReHs>

Evaluation

Self-Evaluation After engaging with the learning resources, reconsider the mentoring relationships in which you have participated This could be either as the mentee or mentor. Think about what worked or did not work for you.Re-read Read this short article, "Are you Mentee Material?", then answer the questions: Do you think you are mentee material? Why or why not? Could the mentor-mentee relationship be improved using this new information?Are you confident in establishing, maintaining, and termination the mentor relationship? What areas do you need to improve to create a mutually successful mentor-mentee relationship?What is your main goal for the mentoring relationship?To prepare for your first meeting with your mentor, what questions will you have ready to ask him or her? What are the mentee responsibilities in the relationship? ReferenceO'Rourke, A. (n.d.). Are you mentee material? Retrieved from <https://articles.bplans.com/are-you-mentee-material/>Image Citation Getty Images/Photo Researchers (2017, December6). HuffPost. Retrieved from https://www.huffingtonpost.com/2013/08/01/manatee-photos-manatees_n_3678051.html

Category and Score					Score
Do you think you are mentee material? Why or why not?					
Could the mentorships been improved using this new information?					
Will you be confident in establishing, maintaining, and termination the mentor relationship?					
What areas do you need to improve to create a mutually successful mentor-mentee relationship?					
				Total Score	

Conclusion

As you venture forward as a mentee in a mentoring relationship, consider the time and energy provided by both you and your mentor. Be ready and willing to ask questions. Be sure to at least try to complete the work your mentor suggests. Do not depend on your mentor for answers, but reach out for guidance. A successful mentoring relationship depends on open communication, trust, and follow through. There is a host of current and reliable resources on the Web, if you need more information and or suggestions regarding the mentor relationship. Good luck and have fun!Image Citation Getty Images/Photo Researchers (2017, December6). HuffPost. Retrieved from https://www.huffingtonpost.com/2013/08/01/manatee-photos-manatees_n_3678051.html

Teacher Page

Robin Dewald PhD, RN, CNESenior Faculty Program DirectorExcelsior College, School of NursingMentorship Committee Tau Kappa at large, Sigma theta Tau InternationalThis Web Quest provides information related to the role of the mentee in a mentoring relationship.

Standards

The National league for Nursing (2015) stated the need to "Expand mentoring programs 'across the career continuum' and address the continuing nurse faculty shortage, advocates the National League for Nursing in a recently published position statement (available at Position Statements).... Mentoring of Nurse Faculty concludes with recommendations to nurse faculty; deans, directors, and chairpersons; and the NLN. These range from, respectively, "actively participate in mentoring relationships"; "engage new, mid-career and seasoned faculty in developing mentoring initiatives at your institution"; and "support research on mentoring in the academic environment". Sigma Theta Tau International: Stresses the importance of mentoring and the necessity of mentoring programs.ReferencesNational league for Nursing. (2006, March 15). National League for Nursing promotes mentoring to help address serious shortage of nurse faculty. www.nln.org/newsroom/news-releases/news-release/2006/03/15/national-league-for-nursing-

promotes-mentoring-to-help-address-serious-shortage-of-nurse-facultySigma Theta Tau International. Nurse educator membership program. <https://www.sigmanursing.org/learn-grow/leadership-new/center-for-excellence-in-nursing-education/nurse-educator-mentorship-program>

Credits

Thank you to the mentoring committee for Tau Kappa at large division of Sigma theta Tau International for this opportunity. OtherPay it forward!

Other