**EPSRC Inclusion Matters**

**Mentoring – What is it?**

Here we define mentoring and question what it is and what it is not.

Questions:

1. What do we think mentoring is?
2. And what do we think it is not?

Take two minutes to consider your responses to these questions.

We then offer four quotes to help set our definition of mentoring;

1. relational,
2. learning,
3. change orientated,
4. personal / professional social development.

To clarify what mentoring is we look at it in relation to the consultancy and coaching continuum, or the directed / non-directed continuum, with mentoring sitting somewhere in the middle. Shifting the mentoring relationship from one person helping solve the other person’s problems, to them taking ownership and solving their own problems.

Mentoring then is based on offering advice and guidance and incisive questioning, moving towards a self-directed stance to finding new answers.

Mentoring is about the individual, their context / situation, related to a specific task or theme (whether that be career development, personal development, or an identity related issue, etc). It is not a counselling situation or remedial in that sense. Where there are mental health issues this should be signposted to the appropriate support.