

**On-line Mentoring Course – sections and resources**

\*This course is best done over a period of time, in conjunction with being in a mentoring relationship, so you can assess your progress as a mentor or mentee in practice.

**Aim -** To introduce participants to the role of the mentor and mentee, within the context of the EPSRC project, and help them prepare for the mentoring relationship.

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| **Section** | **Resources** |
| 1 Intro to EPSRC | VideoScriptAims and Objectives of the courseSections and resources sheetMentoring Handbook / GuideTaxonomyReading list / links* Shared Characteristics Research
* Women in Engineering Statistics
* [Women in leadership (sponsorship through mentoring)](https://hbr.org/2019/08/a-lack-of-sponsorship-is-keeping-women-from-advancing-into-leadership?utm_medium=social&utm_campaign=hbr&utm_source=twitter)
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| 2 Mentoring – What is it? | VideoScript* What is it? - Video, covering;
	+ what it is, push-pull spectrum (directed to non-directed)
	+ what it is not, solving people’s problems for them
	+ types (connects to career development and shared characteristics personal development),
	+ who can be a mentor (in this context), shared characteristics
	+ and what the role entails (role modelling)
	+ who can be a mentee (in this context), shared characteristics
	+ and what the role entails (responsibility, proactive, ownership)
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| 3 Mentoring Skills | Video (1)Video (2)Script* What are the skills, knowledge, experience and attributes needed? - Videos
* Skills self-assessment worksheet

Mentoring Skills self-assessmentCommunications self-assessmentReading list / links |
| 4 Mentee Attributes | Video (1)Video (2)Video (3)Video (4)Script* What are the skills, knowledge, experience and attributes needed? - Videos
* Attributes self-assessment worksheet

Mentee Attributes self-assessmentDISC ActivityCommunications self-assessmentUrgent / Important MatrixReading list / links* [Behavioural models and their influence in the workplace](file:///C%3A%5CUsers%5Cperra%5CDownloads%5C58164-58003-1-PB.pdf)
* [Profiling and social networking](https://link.springer.com/article/10.1007/s13278-017-0458-x)
* [Profiling and behavioural assessments](https://journals.lww.com/jonajournal/fulltext/2000/03000/job_profiling__building_a_winning_team_using.1.aspx)
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| 5 Building Rapport | Video (1)Video (2)Script* Building the relationship - what does it take?
	+ Communication, rapport, support and challenge (knowing your mentor/mentee) - Videos

Rapport self-assessmentCuriosity self-assessmentRefining your EQMindset and DISCReading list / links* [Neuroscientific Interplay between Growth Mindset and Intrinsic Motivation](https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5836039/)
* [Cultural competence](https://www.linkedin.com/learning/cultivating-cultural-competence-and-inclusion/the-intercultural-development-continuum?u=57895809)
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| 6 Tools and Summing Up  | Video (1)Video (2)**Building Success*** Building success through the right tools - Videos
* GROW model, key questions, including confidence building, developing self-awareness, beliefs and barriers, being stuck.

Mentoring Handbook / GuideMentor self-assessment revisitedMentee self-assessment revisited |
| 7 Scenarios / Case Studies | To be added as we progress through the mentoring project. * What are the key themes?
* What went well?
* What could have been done differently?
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