

**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.

|  |  |
| --- | --- |
| **Section** | **Resources** |
| 1 Intro to EPSRC | Video  Script  Aims and Objectives of the course  Sections and resources sheet  Mentoring Handbook / Guide  Taxonomy  Reading 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) |
| 2 Mentoring – What is it? | Video  Script   * 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) |
| 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-assessment  Communications self-assessment  Reading 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-assessment  DISC Activity  Communications self-assessment  Urgent / Important Matrix  Reading list / links   * [Behavioural models and their influence in the workplace](file:///C:\Users\perra\Downloads\58164-58003-1-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) |
| 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-assessment  Curiosity self-assessment  Refining your EQ  Mindset and DISC  Reading 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) |
| 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 / Guide  Mentor self-assessment revisited  Mentee 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? |