



## Mentoring

### How does it work?

The success of mentoring is ...

- openness and trust
- on a voluntary basis
- mutual responsibility
- a good match between mentor and mentee, make a few appointments before continuing, you will have a longer relationship (at least 1 year)
- predetermined measurable and executable goals
- clear agreements about how often, when and how to meet
- communicate: listen actively, ask questions and summarize
- monitor developments based on objectives and evaluate regularly
- give and receive continuous process feedback

The mentee ...

- has a request for help and is looking for a more experienced person for advice and guidance
- is willing to adopt a **(pro) active attitude**
- has and takes the time for **self-reflection**
- is willing to **ask for and accept help**, guidance, support and advice from another person

The mentor ...

- is a confidential sounding board
- provides feedback & suggestions for the mid- to long-term choices and goals you've set
- has faced the same challenges as the mentee and advises and guides a mentee on this basis guide the mentee in his / her group process and
- is open to learn and grow Is willing to build a meaningful relationship with the mentee

- possesses the following qualities: helpful, knowledge, involved, reliable, approachable, honest, compassionate, neutral, self-reflection
- focuses on guidance, not on solving
- gives the mentee access to his / her network
- improves visibility of the mentee

#### **How do you apply for it?**

- determine what your learning objective is for which you want to have mentoring
- search within your own network and / or ask DEWIS for help to find a mentor
- it is important that the mentor has faced the same challenges as you
- get in touch and ask if he / she wants to be your mentor
- make an introductory appointment
- if it clicks, you make follow-up appointments. The frequency of this depends on the agreements made by the mentor and mentee

#### **More information?**

Contact DEWIS at: [dewis@tudelft.nl](mailto:dewis@tudelft.nl)