Mentor

- Defined by the Merriam Webster dictionary as “a trusted counselor or guide”.
- Earliest reference is Homer’s friend Mentor in *The Odyssey*. 
What is mentoring?

“A mentor is an experienced and trusted advisor.”—Minnesota Library Association.

“A mentor facilitates personal and professional growth in an individual by sharing the knowledge and insights...”—Arizona National Guard

“A mentor is someone who can patiently assist with someone’s growth and development in a given area.”—Chicago Computer Society
Roles a mentor may play

- Learner
- Coach
- Advocate
- Facilitator
- Problem Solver
- Resource
- Teacher
- Trusted Listener
- Collaborator

MENTOR
Pathways to mentoring

- Support
- Advice
- Guidance
- Assistance
Types of Mentoring

Informal

Situational

Co-mentoring

Minute or flash

Virtual

Group
Characteristics of an Effective Mentor

- Excellent communication skills
- Patience
- Flexible
- Respectful
- Punctual
- Confidential
- Values continuing education and professional development
Who are potential mentees?

- New employees
- New members of a professional organization
- Individuals identified for training and/or promotion
Benefits of Mentoring...

- Fostering diversity
- Orienting new employees
- Cultivating future leaders
- Knowledge transfer
- Succession planning
- Employee satisfaction and retention
Is being a mentor appropriate for you?

- Time
- Effort
- Interest
- Skills/Talents
Interacting with Your Mentee

- In person
- Conference or organized event
- Videoconference
- Telephone
- Email

- Regular meetings
- Set time limits
Setting Goals

What does your mentee want to achieve?

How can it be accomplished?

Long or short-term?
Developing an Effective Mentoring Relationship

- Empathy
- Rapport
- Dynamic and reciprocal
- Commitment
- Shared values
- Trust
- Respect
Barriers to Effective Mentoring

• Unclear understanding
• Lack of commitment
• Poor match
• Misunderstanding
• Miscommunication
Is it the end, or just the beginning?

- Next steps
- Continuing the relationship
Thank you!

Questions or feedback? Contact me at mbfecko@rulmail.rutgers.edu
Resources

• ALA Mentoring resources: http://www.ala.org/educationcareers/mentoring/mentoring_and_recruitment_efforts

• Arizona State University Libraries, Academic Personnel: Online Resources for Mentoring: https://provost.asu.edu/academic_personnel/mentoring

• Steven Bell, “The next generation may not want your mentoring,” Library Journal, April 24, 2013, lj.libraryjournal.com/2013/04/opinion/leading-from-the-library/the-next-generation-may-not-want-your-mentoring-leading-from-the-library/


• LibraryLinkNJ’s MentorNJ: [http://librarylinknj.org/MentorNJ](http://librarylinknj.org/MentorNJ)