



# Postgraduate Researcher Mentoring Scheme

March 2022



# What is mentoring?

*'Mentoring is to support and encourage people to manage their own learning in order that they may maximise their potential, develop their skills, improve their performance and become the person they want to be.'*

Eric Parsloe, Director of The Oxford School of Coaching and Mentoring



# What is it not?

- ◆ Mentoring isn't counselling
- ◆ Mentoring isn't coaching
- ◆ Mentoring isn't directive
- ◆ Mentoring isn't hierarchical

However, skills used in mentoring, coaching and counselling overlap and presence, empathy, listening and asking open questions are key skills for all of these.



# Why introduce a scheme for our PGRs?

- ♦ To share knowledge and expertise across our community
- ♦ To provide a safe space for individuals to explore challenges
- ♦ To support momentum towards a desired goal or objective related to personal, professional and career development
- ♦ To help individuals take ownership of their development
- ♦ To enhance the overall experience of our doctoral students and provide equivalence across the partnership
- ♦ To encourage a sense of belonging to the wider MASTS & SUPER research community



# Benefits



## Mentees

- ♦ Practical support, learning from others
- ♦ Setting/achieving academic and future career goals, establishing a sense of direction
- ♦ Find solutions, make decisions and develop resilience
- ♦ Enhanced communication
- ♦ Empowerment, motivation, ownership of development
- ♦ Increased confidence

## Mentors

- ♦ Reflection on one's own knowledge and practice, self-awareness
- ♦ Personal & professional development—interpersonal skills, communication, collaboration, leadership
- ♦ Contribution to the development of others -> fulfilment
- ♦ Improves understanding of research operation
- ♦ PG Cert-able/ enhanced employability

Enhanced Networking Opportunities



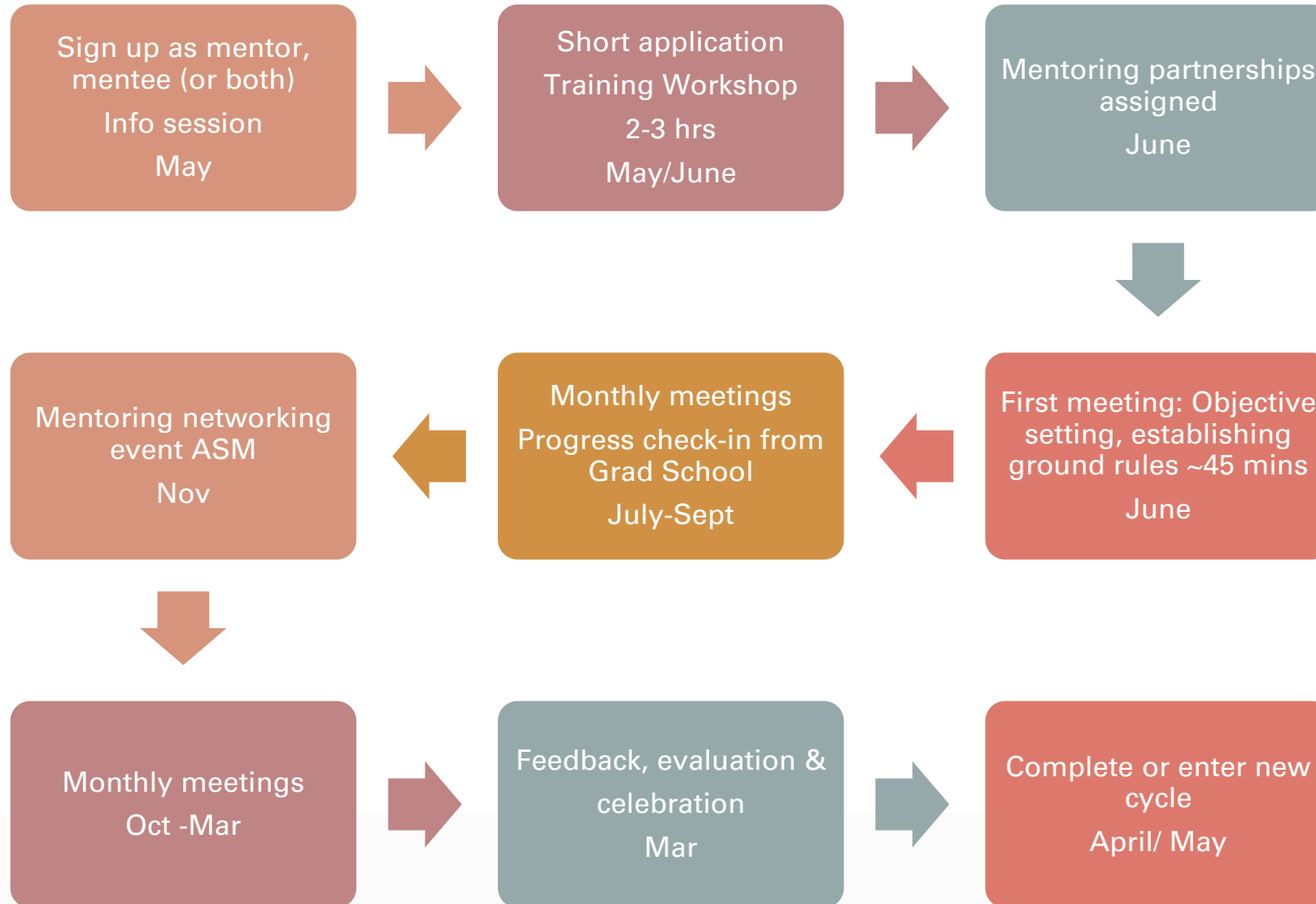
# Principles of mentoring

- TRUST & RESPECT
- Confidentiality
- Willingness to help each other succeed
- Giving feedback both ways
- Active listening and communication
- Empathy

Cycle of mentoring = Preparing, negotiating, enabling growth, closure

Mentor's responsibility is not to solve the mentee's issue, but to support them to find their own solutions.

# MASTS-SUPER Peer Mentoring Scheme



# The commitment

- ♦ Training workshop attendance (3 hours)
- ♦ Up to 10 x 45 min meeting = 7.5 hours
- ♦ Communication and support between meetings, as agreed
- ♦ Progress evaluation midway
- ♦ Completion of an evaluation form on completion
- ♦ Voluntary attendance at ASM Networking event





# Outcomes

Celebrating and  
facilitating  
learning

Personal  
growth,  
leadership

Improved  
communication

Growth mindset,  
resilience

Acting as a role  
model

Empowering  
people



# What next?

- ◆ Request for expressions of interest in May
- ◆ Application form completed in May
- ◆ Training workshop in May/June
- ◆ Mentor Partnerships allocated June
- ◆ Mentoring cycle begins June – Mar (10 months)



Please contact one of the Graduate School team, Bethan, Emma or Lois, with any questions or comments

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