

Mentee Competencies and Attributes

Some mentee 'competencies' (i.e. behaviours) displayed in successful mentoring partnerships have been outlined as:

Articulating: how you present and raise issues. Are you putting together your thoughts logically and clearly? Are you raising a specific question, or are you looking for a sounding board for a particular point?

Listening: are you listening to what your mentor says? Are you distinguishing between general and specific points?

Respect: this is not the same as deference or ingratiation, it is based on recognition of the value of the other person's intellect, values and experience. You also need to respect yourself.

Analysing: being prepared to dig deeper into an issue, perhaps finding appropriate patterns, themes and connections between events.

Clarifying goals: understanding your objectives (what you want/don't want, your commitment, etc.), how these may change, and adjusting accordingly.

Self-awareness: understanding your own motivations, 'emotional intelligence'.

Committing to learning: seeing the relationship as a genuine opportunity to develop and acquire new understanding

Reflection/preparation: thinking through both before and after a mentoring dialogue. What do you want from a meeting; what have the implications of the meeting been?

Source: Clutterbuck, D (2004) *What about mentee competencies?* In *The Situational Mentor* Eds Clutterbuck, D and Lane, G, Gower, Aldershot pp72-82