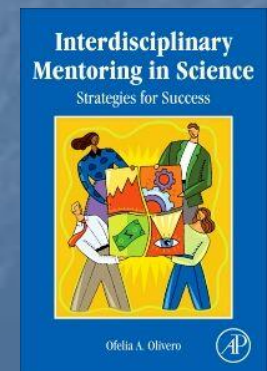


Mentoring: definition

- ❖ It is the relationship through which an individual shares knowledge, skills, information, and perspective to foster the personal and professional growth of someone else.



Mentoring: what is not

- ❖ A Vertical relationship
- ❖ A Supervision relationship
- ❖ An uneven relationship
- ❖ An imposed relationship
- ❖ A relationship based on interest
- ❖ A relationship with time constraints

A vertical relationship

- ❖ A vertical relationship implies hierarchy, steps, differences.
- ❖ *Mentoring, on the other hand, is a relationship of mutual respect regardless of the professional position of the individuals involved.*

A Supervision relationship

- ❖ A relationship that involves supervision has been pre-established and is not necessary leading to the personal growth of the individual. The figure of Mentor could overlap with the one of a Supervisor, but is not necessarily the best situation.
- ❖ *Mentoring is a relationship based on agreement between the two parts where both individuals benefit and growth.*

An uneven relationship

- ❖ An uneven relationship implies that the benefit of the relationship goes in one direction, where only one of the members gets it. One of the members is passive and expects to receive without control over the decisions.
- ❖ *Mentoring is a relationship of equity where both members participate in a similar fashion, giving and receiving equally.*

An imposed relationship

- ❖ An imposed relationship is not necessarily the result of a mutual agreement. Usually does not follow codes or guidelines that are characteristics of relationships that rise from active selection.
- ❖ *Mentoring is an spontaneous relationship based in mutual selection and implies the establishment of goals to be reached together.*

A relationship based on interest

- ❖ A relationship based on interest suggests unbalance and favoritism to one of the two members.
- ❖ *Mentoring is a disinterested relationship. The success is measured by the professional/personal growth of both parts.*

A relationship with limited duration

- ❖ A relationship limited by an artificial time frame does not warrant the success of the goals pre-established by both parts.
- ❖ *Mentoring is a relationship without time limitations. The extent of it transcends the initial objective*