Individualised Tailored to the specific and changing needs of the mentee (Hobson 2016)

Your mentor is not looking to develop a 'mini-me' version of themselves. • Remember you are unique and so the support you receive should be tailored to you and your needs.

Non-evaluative and non-judgemental (Hobson 2016)

You can have learning conversations and collaborate with your mentor. • The mentoring should not focus on evaluations of your performance.

Developmental and growth-orientated – seeking to promote mentees’ capacity for learning and provide appropriate challenge (Hobson 2016)

Your mentor will expect you to want to make changes to your practice. • To get the most out of mentoring it is important that you are ready to grow and evolve.

Mentoring should be developed in line with supporting you to develop the ETF Professional Standards to ensure a consistent approach across the BGU ITE FE Partnership. The professional standards are a powerful way to look at what skills and attributes a member of teaching staff may need, and how they may want to develop throughout their career.

Empowering Progressively nondirective to support mentees to become more autonomous (Hobson 2016)

A benefit of entering into a mentoring relationship is that you are able to learn within your role. • Progressively non-directive as your mentor may become less directive over time whilst your independence grows.

Supportive of mentees’ psychosocial needs and well-being (Hobson 2016)

You should be aware of your own personal needs and wellbeing in order to discuss these with your mentor. • If you hide feelings from your mentor, they will not be able to guide and support you as effectively.

Offline (i.e. separated from line-management) and non-hierarchical (Hobson 2016)

The mentor should be distinct and different from line management and supervision. • The mentor is there to support your professional development.

Mentoring should be a structured dialogue where reflection empowers the mentee which take place weekly in a safe environment.



ITE FE Mentoring Principles