

Resource 21: Bringing it all together

Mentor A = *Poor mentoring...with a dull monotonous voice, no enthusiasm or excitement*

Mentor A: Hi.

Mentee: Hello

Mentor A: Things are better with the Chair of the Board, I hope?

Mentee: Er... yes...better than they were, I suppose.

Mentor A: I've been in a similar situation myself. It can really drag you down when someone's constantly critical, can't it?

Mentee: Yes, like I said before I do feel like he's breathing down my neck all the time.

Mentor A: I found that it was important to stick up for myself. You're at the front line and shouldn't take any rubbish from people who think they know better than you.

Mentee: Right.

Mentor A: Is there anything else you want to talk about now that that situation is going better?

Mentee: Er... that was the main thing bothering me...

Mentor A: Ok, well, we're getting towards the end of the programme now, which is good because my diary is really filling up! I think I've helped you with a number of issues... quite successful so far would you say?

Mentee: You have been helpful in offering your own experiences...

Mentor A: Good, I'm glad. OK then I'll see you at 10:30 on Feb 14th in my office. Only one more session after that and we have finished.

Mentee: OK

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Mentor B = Good mentoring... with a lively, enthusiastic but caring approach

Mentor B: Hello there. How's it been going since we last met?

Mentee: Not bad actually. I think I'm making progress in the way I view certain issues.

Mentor B: That's good. How's the situation with the Chair of the Board?

Mentee: Better. I've been trying to put things in perspective, like we talked about last time. I'm beginning to realise that the more confidence I have in my own performance the less I mind this guy breathing down my neck all the time.

Mentor B: Great. I realise it's a difficult situation, but you seem to be learning a great deal from this experience... even though it can be painful at times!

Mentee: Yes, I think I am. I'm beginning to realise that where you can't easily change someone else's approach, it helps to take a step back and consider your own attitude. I suppose this guy's just doing his job. I don't really like how he's doing it but I shouldn't let it get me down so much. I go on the defensive and end up excluding him as much as possible and therefore make the problem worse.

Mentor B: That sounds like a bit of a breakthrough in your understanding of the issue. So what next? I mean, what is the most important thing to work on now that you're seeing the situation differently?

Mentee: Well, I think now I'm being a bit more objective... I might be able to try and improve my working relationship with him. Perhaps there are reasons for his apparent lack of trust that we might be able to deal with... putting aside personal clashes and improving things professionally.

Mentor B: I'm sure you are working out a solution that is right for your situation. Trust is definitely a crucial issue here, and I think working on that will improve this relationship no end! As we're getting close to the end of our mentoring programme it's good to see you making real progress. I'll look forward to our next discussion to hear how you have been getting on. I also just want to say that I wasn't sure if I would enjoy this mentoring role when I first volunteered, but it has been absolutely great working with you. I certainly think I have learned more from you than you have from me! Thanks again and I'll see you here again on Feb.14th. Your office, usual time, OK?

Mentee: Actually, it would be good if we could make it an hour later as I have to meet the Chair that morning! It's been great working with you too, and I'll look forward to the last two sessions.

Mentor B: No problem, see you soon.