

Mónica Leal

Modern languages teacher

Carlos Martínez

Spanish teacher

Paola Stockton

English as a Second Language teacher

Nivedita Bose

Professional Development Manager

Transcription: What is mentoring?

Mónica Leal: It's a transfer of experience of knowledge from my experienced colleague to a less experienced colleague through good dialogue, helpful, honest, and where the mentee can improve the professional development through the expertise of their mentor.

Carlos Martínez: I think Mentoring is something very complex, it's difficult to explain, but if I were to sum up what it means, I would say a mentor is someone with more knowledge, more experience, and, especially important a good attitude for mentoring, and someone that is able to plan that action of mentoring someone.

Nivedita Bose: Mentoring for me is as a mentee, looking up to a more experienced colleague who can help me with improving my practice, so someone I can approach easily and I trust, and someone who's ready to give me a critical feedback, and of course I need to be opened minded enough to accept that and work on it.

Transcription: Who can be a mentor?

Mónica Leal: Anyone? Maybe it's better an experienced colleague with a proven record of good academic achievement, also with an open attitude. Being friendly but keeping boundaries, yes, and at the same time to be confidential.

Carlos Martínez: I think a mentor can be anybody that has the right attitude and the experience and the knowledge for it. So it means that it's going to be someone that can help you because he has more knowledge than you, can help you because he has an experience and especially has an attitude because he's a good listener.

He's someone that can ask you the proper questions, can ask you the right questions and can use your knowledge as a starting point and build-up from it, or help you to make your own building out from it.

Transcription: What attributes does a mentor need?

Paola Stockton:

But what is required to be a mentor and besides knowledge, obviously you have to have the knowledge of the subject, but also you have to have the empathy. You have to have communication skills, interpersonal skills, and above all is honesty between two parties.

Also, it's very important that in the head of the mentor that it's very clear that you are not the upper hand. That yes, it is you have the higher level experience perhaps but also that it is a two-way process that you have.

Nivedita Bose:

Yes, a mentor should have the expertise to be able to mentor somebody in a particular professional area. Then you need to have good communication skills and you need to be able to establish that relationship of trust with the mentee, because you need them to open to you, otherwise it's not going to work.

Then you need to be dedicated, you need to observe them, you need to give them feedback because they trust you and they depend on you for getting that feedback.