Mentoring information for the Extended Mentoring Project

**What is a Mentor?**

A mentor can be many different things to different people, depending on the individual needs. Below are some roles that a mentor can take:

**Guide**

Helps the mentee to think through their options and provide appropriate advice and guidance on a range of topics to the mentee.

**Confidant**

Provides unconditional support, where mentees can share their deepest thoughts and feelings.

**Role Model**

Provides an example to be copied and imitated. The mentor can share stories of what they have experienced in their lives to support the mentee.

**Professional Friend**

Provides a safe space and speaks openly and without embarrassment or fear of being rude, about issues and concerns that colleagues and line managers might avoid.

**Sounding Board**

Supports the mentee in thinking through situations and whose reactions to suggested thoughts, opinions and ideas by the mentee are used to test of their validity, likely success, effectiveness or acceptability.

**Challenger**

Uses a consistent level of challenge and critical debate to enable the mentee to access a point of new self-awareness, which is sometimes uncomfortable, but which helps the mentee to transform their views, knowledge and learning.

**Performance Coach**

Supports their mentees in a specific and focused area in order to improve their performance or productivity in their career.

**Reflector**

Holds up a mirror to the mentee, helping the mentee to reflect and make sense of the situation.

**Mentoring Contract**

This is an agreement between you and your mentor so that you both know what to expect. It includes information such as:

* Your Mentor is not your GP. Its important we all register and see our own GPs about our own medical needs (Or self-refer to [Practitioner Health](https://www.practitionerhealth.nhs.uk/)).
* Discussions are confidential (except where either party is required to inform the GMC about inappropriate conduct).
* Your mentor may ask you to feedback on the session so that it can be tailored more to your specific needs.
* Your mentor is not a clinical supervisor. They can offer peer support as a GP colleague, but will always direct you back to your GP practice supervisor with any clinical issues.
* The frequency of meetings (once a month is a rough target but it can be more or less depending on individual need).
* You and your mentor can decide the best way to contact one another e.g. NHS email address. It is also useful to decide what days and times you’re both accessible e.g. You work 3 days per week and will respond to email during those times.