

NHS Grampian Mentoring Banks

Would you like to support the development of others by being a Mentor?

What is mentoring?

Mentoring is a series of one-to-one conversations that provides the mentee with opportunity to pause, think, reflect and plan in the company of an individual who has personal experience of the work-place situations they wish to discuss.

Mentoring is...

- *flexible* - no two mentors are the same and there is no set plan for sessions. Each individual will work with their mentor to set the pace and goals for their sessions.
- *non-directive* - mentors do not tell mentees what to do. They may offer reflections on their own experiences, suggest possible options for action, offer different perspectives and sign-post to useful resources. However, any decision to act is always made by the mentee – a mentor supports people to make their own decisions. It is an equal partnership.
- *non-judgemental* - there is no 'right' answer. Mentoring can be a challenging experience, it is also rewarding for both the mentor and the mentee.
- *confidential* - mentors will not share anything about their discussions with their mentee with anyone without the mentee's consent. The only exception is if the mentor is concerned that the mentee may harm themselves, others or the organisation.

Mentoring isn't...

- *coaching, counselling or therapy* – sometimes mentoring is not the right option.
- *teaching or advice giving* – mentors don't tell mentees what to do.
- *a substitute for performance management* – mentoring is only beneficial if the mentee wishes to participate.
- *a magic wand or easy option* – it can be hard work!

How much time will I need to commit to mentoring?

Most mentoring partnerships last for around 12 months with 4 – 6 weeks between sessions. Each mentoring session usually lasts for one hour.

Mentors have flexibility over how many Mentees they have, with most people only mentoring one person at a time.

Who might I mentor?

NHS Grampian has two Mentoring Banks.

- The *NHSG Mentoring Bank* provides mentorship to staff from all disciplines and at all pay bands in the organisation. Mentors work within the organisation in a wide range of professions and positions. Applications for mentoring through this Bank can be made at any time.
- The *NHSG Mentoring for New Consultants Scheme* is open to Consultants who are either newly appointed to a Consultant post or who are new to the Grampian area. Mentorship is distinct from profession-specific mentorship and is provided by experienced Consultants within NHSG. Applications for mentoring through this Bank can be made at any time.

How do I apply to be a mentor?

To find out more please contact the Coaching and Mentoring Gatekeeper on gram.coaching@nhs.scot