

Module 2

PODCAST 2

“Mentoring”



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Mentoring is becoming more and more important nowadays. It is not only a process of transferring knowledge and experience but also a relationship based on trust, access and access. Currently, the idea of mentoring transcends the boundaries of companies and industries, becoming the result of the development of individuals and communities.

Mentoring can include information with its reach ancient times gains in importance in the information age, where access to information is easy, but shared information is increasingly complex. Among the abundance of data and information, mentoring offers unique value personal experiences, knowledge and skills that can be accessed through books or online events.

It is an interactive process that includes a mentor who is not only available but also with your success stories and antlers, available to the "mentee" in gaining the skills to acquire qualifications but also self-confidence and specific in achieving professional and professional goals.

Mentoring is an universal process whose full definition may be difficult to grasp. Authors of various publications try to define this concept, but their opinions often differ. Generalizing and trying to present one definition of mentoring, we can describe it as: a relationship based on mutual respect and trust, in which the mentor shares his experience and knowledge to support the mentee in his personal and professional development. The key element is the ability to build relationships, motivation of both parties and clear definition of goals and expectations.

The mentor plays the main role in the process. A good mentor is not only a person with extensive business experience but also a number of soft skills that are crucial for the effective conduct of the mentoring process. First of all, he should have depth knowledge and practical experience in the area that interests the mentee. Thanks to this, the mentor can provide practical tips, examples of solutions and conclusions from his own failures and successes, which are invaluable for the mentee in making business decisions.

In addition, the added value is that the mentor has accreditation or certificates confirming his professionalism, such as the Mentor certificate of the School of Business Mentors or the accreditation of internationally recognized organizations such as the European Mentoring and Coaching Council. These documents prove that the mentor is prepared to conduct effective mentoring sessions, apply good practices and observe professional ethics.

Another important feature of a good mentor is the ability to build lasting and valuable relationships with the mentee. This relationship should be based on mutual respect, trust and understanding. The quality of this relationship has a significant impact on the effectiveness of cooperation between the mentor and the mentee and on the mentee's comfort in the development process. Additionally, the mentor is characterized by the ability to ask pertinent questions, which requires active listening and sensitivity to the mentee's needs. Through appropriate questions, a mentor can help the mentee look at the situation from a new perspective, notice previously unnoticed opportunities and challenges, and develop their skills and potential. Communication is another important feature of a mentor. The ability to clearly provide feedback and support the mentee's development are key to the effective conduct of the mentoring process. The last but equally important feature of a good mentor is his energy and attitude. The mentor should be friendly, open, attentive and transparent, which makes the mentee feel comfortable and motivated to act.

After understanding what mentoring is and what features a mentor should have, it is also important to discuss the role of a mentee, i.e. a participant in the process. A mentee is a participant in the mentoring process, whose role often remains marginal in the literature on this topic, although it is as important as the role of the mentor. A person acting as a mentee must be motivated to develop and ready for changes in both professional and personal life. It is also important for the mentee to be open to new experiences and changes that may result from participating in the mentoring process. Humility, patience and acceptance of failure are key traits that can contribute to success during the mentoring process. In the meantime, the mentor has a

duty to support the mentee and ensure that any difficulties do not discourage him from further development.

In summary, understanding the essence of mentoring and the role of the mentor and mentee is crucial for the effective conduct of the process.

Mentoring is not only about transferring knowledge and experience, but also about building a trusted relationship that supports personal and professional development. Both the mentor and the mentee must be committed to the process, ready for changes and open to new experiences. Striving for mutual understanding and support in pursuing professional and personal goals is the basis of a successful mentoring process.

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