

# WDA/EAZWV/EAAV

Mentoring Programme Pilot 2022

Mentors' Introduction (part 2)

*Sally Bogle and Frances Wills, Transcape*

# What this webinar will cover

- A reminder of the purpose of the Mentoring programme pilot
- A reminder of what mentoring is (and what it is not)
- A closer look at the qualities of a good Mentor
- An opportunity to rate yourself against the attitudes, behaviours and skills of a good Mentor
- An overview of the tools and techniques you will learn on the programme
- Expectations of Mentors on this programme
- Is it for you? If so, how to apply.



# The purpose of the programme

*The programme aims to connect students and recent graduates with professionals of the free-ranging and captive wildlife health field so they can receive guidance in their early careers.*



# So, what is mentoring for WDA/EAZWV/EAAV?

## Firstly, what it is not!

- To be the “fount of all wisdom”
- To be a counsellor/psychotherapist/emotional crutch/pastoral carer
- To provide clinical case advice
- To teach or tutor
- To be a one-way street of advice from the Mentor to the passive Mentee
- To challenge the authority of the Mentee’s employer

## And this is what it is meant to be:

- A time in which Mentors can share their experience, offer their ideas and career advice, enable wider thinking, encourage independence
- A place where Mentees can ask questions, reflect, explore different perspectives, be challenged, be encouraged, develop themselves
- A mutually beneficial relationship where each can learn from the other

# Qualities of a good Mentor

## Attitudes

- Respect for the Mentee and their values
- Interested in education and in interacting with students
- Committed to helping others
- Non-judgemental, unbiased, open-minded, independent
- Positive 'can do' attitude, enthusiastic
- Passionate about their field
- Hardworking
- Encouraging and supportive
- Approachable / responsive to others
- Adaptable / flexible

# Qualities of a good Mentor

## Behaviours

- 100% committed and reliable
- Willing to give of their time
- Role model integrity
- Confidentiality is paramount
- Being trustworthy and trusting
- Focus on the Mentee, not themselves
- Being professional
- Sharing their knowledge, relevant experience and network
- Being objective & impartial
- Being patient

# Qualities of a good Mentor

## Skills

- Creating rapport
- Showing empathy
- Showing sensitivity
- Strong communication skills (cross-cultural & language)
- Active listening
- Questioning
- Coaching, empowering, confidence-building
- Giving constructive feedback
- Facilitating learning
- Having self-awareness
- Knowing when to challenge / when to support
- Good at networking

# Where am I now? – Rate yourself

- Please take a few minutes to go through the attitudes, behaviours and skills on the questionnaire sent to you with this webinar. Give yourself a score out of 10 for each of them.
- Of course, very few people will score 10/10 for all of these things and most of them can be learnt and developed.



# Tools and techniques

- Skills we will be working on:
  - Active listening
  - Asking open, thought-provoking and insightful questions
  - Giving constructive feedback
  - Knowing when to challenge and when to support
  - Establishing boundaries and knowing where and when to signpost elsewhere
- Tools and techniques we will introduce and practise:
  - The TGROW coaching model – structuring a conversation that encourages ownership and moves things forward
  - The coaching continuum – leaving responsibility with the mentee

# Expectations of Mentors on the pilot programme

Signing up for the Mentoring Pilot Programme means a commitment to:

- attend 2 x 2 hour online training workshops
- meet (online) with your mentee every 4 to 6 weeks for up to 12 months
- agree a code of practice with your mentee
- keep to the confidentiality agreement with your mentee
- complete feedback forms at 6 and 12 months

# Next Steps

1. If you have any questions or need clarification after this webinar, please contact Marianthi Ioannidis and Alberto Casado Gomez at this address: [wildlifementoringprogram@gmail.com](mailto:wildlifementoringprogram@gmail.com)
2. If you would like to proceed, please follow the links on the association websites, read the guidelines and complete a mentor application form by the deadline given.
3. You will be notified as to whether your application has been successful.
4. You will be sent further details and an invitation to the 2 online training sessions.
5. Once you have completed the training, you will be asked to sign a Mentor agreement form
6. You will then be sent details of your matched mentee.
7. It will be your mentee's responsibility to make contact with you initially to set up the first meeting.