

Mentoring@Bond FAQs

What is Mentoring?

Mentoring is a process whereby a more experienced person (the mentor) offers guidance and advice to someone less experienced (the mentee) to empower them to pursue and achieve their career aspirations.

How do I start a mentoring relationship?

We encourage and empower mentees to source and approach their prospective mentor. As a mentee, you will be aware of your needs and be able to judge the rapport and your compatibility with your mentor. Generally, your mentor is someone you regard as a role model. It is important you feel comfortable with and trust your mentor to discuss issues related to your research, teaching and career development.

Does the mentor have to be an academic within my faculty or at my university?

Your mentor or mentee does not have to be staff in your faculty or be from Bond University. When selecting a mentor/mentee, important considerations will be similar research interests, with methodological and conceptual expertise in your field.

How do I find a mentor?

Your networks and colleagues are a good starting point. Conferences and collaborations are also a great opportunity to connect with a mentor.

What makes a successful mentoring relationship?

Mentoring relationship will vary based on the requirements and personality of those involved. An effective mentoring relationship requires a personal connection; shared values; mutual respect; clear expectations and reciprocity in efforts and rewards. All successful mentoring relationships are built on trust and mutual respect. Building a rapport, establishing expectations, setting direction and clear ground rules are important elements of the relationship.

What is outside the scope of mentoring?

It is important that mentoring is free from direct lines of supervision. Counselling for personal issues, dealing with underperformance and assisting with workload is also beyond the scope of mentoring. Mentors are responsible for *advocating for what is best for the person* rather than advocating for the person.

How often should mentor meetings be scheduled?

The frequency of mentor meetings will be negotiated between the mentee and mentor. At a minimum, you should meet at least once per trimester or three times per year.

Some mentors/ mentees may be interstate or international, so meetings will be remote by either teleconferencing by Skype or Zoom, and/or email communication.

Is there a limit on the number of mentors I should have?

Some mentees may choose to have more than one mentor to target different aspects of their professional or career development.

How long does a mentoring relationship last?

The mentoring relationship continues for as long as it is satisfactory to both parties.

How is my involvement in Mentoring@Bond recorded?

You enter your role as a mentor and/or mentee in Bond Pure. Instructions to assist with this can be found on the Capacity Building at Bond webpage.

What support is available to mentees and mentors at Bond University?

A community portal and social events will also be used to facilitate connections between mentors and mentees. All participants will be supported with guidelines, resources, information sessions and workshops.

If you have any concerns or need a sounding board, guidance is available from Faculty Mentoring Advocates, as well as from the Capacity Building Convenor and the Strategic Initiatives Coordinator in Research Services.

Where can I find out more information on Mentoring@Bond?

Please refer to the [Capacity Building @Bond](#) webpage and the [Mentoring@Bond Handbook](#) for more information.