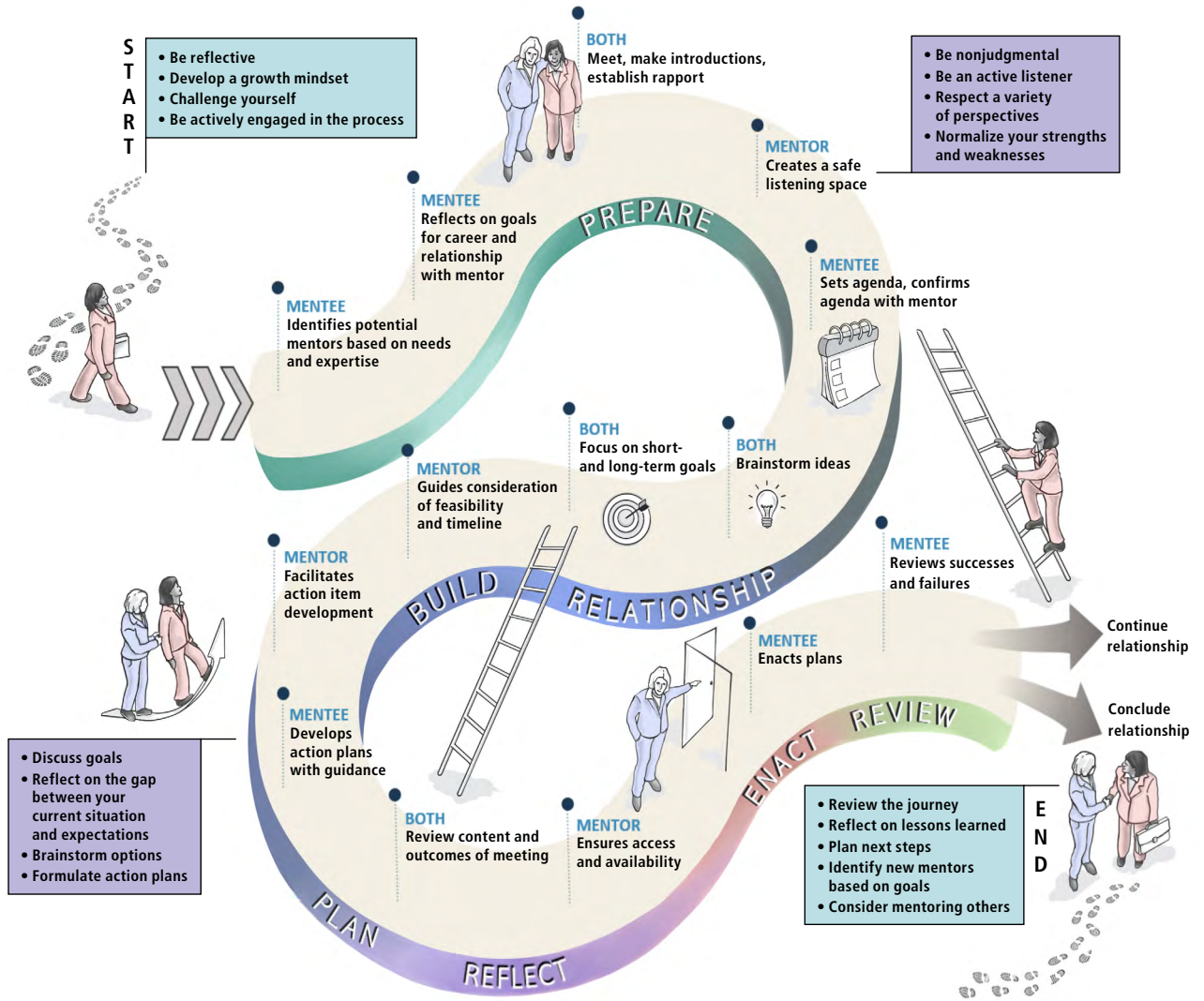


Mentoring Relationships: A Mentee's Journey

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Mentoring relationships are ideally driven by mentees and help mentees to tackle professional challenges and/or plan career development.¹ Mentees can choose from several mentoring formats: senior, near peer, within or outside the institution, dyadic or network, in person or virtual.² Regardless of the format, mentors guide key stages of mentee professional development, balance challenging and supporting the mentee, and help the mentee to reflect and make informed decisions.³ The figure below illustrates how a mentee starts the journey by identifying potential mentors, meets the mentor to discuss aspirations and challenges, and formulates next steps guided by the mentor. The mentee is the architect, and the mentor is the facilitator and guide. A short- or long-term mentoring relationship can be forged based on goals and compatibility.⁴ As depicted by the ladders in the figure below, mentoring relationships may require backward jumps and restarts to deal with changing circumstances.



The stages and steps in the figure are suggestions and not rules; different dyads/groups may choose which steps are applicable to their mentoring relationships.

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