

# Mentoring Guide

## Resourcing Matters Mentoring Guide

This guide has been designed by Resourcing Matters to support a generic Graduate Mentoring Programme and is intended to be used by the Mentor.

The guide begins by looking at mentoring generally: what is mentoring, what is a mentor and the key benefits to an organization of establishing a successful graduate mentoring programme. The guide gives an overview of the Programme's objectives and assumptions that have been used in its design.

Successful mentoring relies on the relationship being clearly defined and foundations being laid for the future. Going forward the mentor is required to maintain a flexible approach and adopt the right role for each mentoring session. These aspects are described in the Guide.

Finally, the Guide also offers practical help in the form of a Toolkit for the mentor. This provides some practical tools which may be used where appropriate in mentoring sessions.

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