

Mentoring Learning Outcomes | Wake Forest University Mentoring Resource Center

Mentee Learning Outcomes	Strategies
<p><b>1. Build effective personal and professional relationships</b> Takes initiative to build and maintain relationships based on mutual trust, respect, and accountability. Actively creates intentional relationships with more experienced mentors to support work towards personal learning goals.</p>	<ul style="list-style-type: none"> <li>- Keep your commitments – do what you say you will do, show up, be punctual, be present</li> <li>- Share your story – be willing to disclose your past and current experiences and future hopes and fears</li> <li>- Maintain confidentiality – build trust by honoring others’ stories as your own</li> <li>- Build your network – seek out individuals who challenge your perspective and worldview</li> </ul>
<p><b>2. Set goals for personal growth and learning</b> Creates goals as framework for mentoring relationship. Owns progress towards accomplishing goals through process of taking action, asking for feedback, and reflecting on lessons learned for future application.</p>	<ul style="list-style-type: none"> <li>- Create SMART goals – write 2-3 developmental goals to work on during the relationship using the SMART goal framework</li> <li>- Identify action steps – write 2-3 concrete action steps for each goal statement</li> <li>- Share progress – regularly share progress towards goals and ask for feedback on next steps</li> <li>- Reflect and re-set – periodically reflect on progress and lessons learned in order to set new goals</li> </ul>
<p><b>3. Ask for and receive feedback</b> Openly shares progress towards personal goals and actively solicits feedback on strengths and opportunities for growth. Practices active listening and understands how to receive and respond to feedback in an appropriate manner that maintains relationships.</p>	<ul style="list-style-type: none"> <li>- Share progress – regularly share progress towards learning goals, challenges and successes</li> <li>- Ask for feedback – seek out individuals who can give feedback on strengths and opportunities for growth</li> <li>- Practice active listening – receive feedback without defensiveness, ask for clarity as needed, express gratitude</li> <li>- Reflect and apply – take time to reflect on the message in the feedback and assess how to apply in the future</li> </ul>
<p><b>4. Reflect on experiences and lessons learned for future application</b> Intentionally engages in self-reflection after taking action towards identified goals. Openly engages in reflective conversations with mentor regarding lessons learned and future application. Becomes more self-aware of strengths and growth opportunities and how to capitalize on both.</p>	<ul style="list-style-type: none"> <li>- Practice self-reflection – regularly set aside time to ask “What?”, “So what?”, “Now what?” questions</li> <li>- Share reflection with mentor – openly share learning moments and ask for feedback</li> <li>- Acknowledge strengths and opportunities – be able to objectively assess own strengths and opportunities for growth</li> <li>- Create learning plan – develop plan to build on strengths and work on growth opportunities</li> </ul>

<b>Mentor Learning Outcomes</b>	<b>Strategies</b>
<p><b>1. Build and support effective relationships</b> Actively creates supportive, intentional relationship based on mutual trust, respect, and accountability that creates a safe space for the mentee to work towards personal learning goals. Willingly discloses personal stories and lessons learned through experience. Seeks out opportunities for intentional conversations that support the growth of the mentee. Role models expected behavior for effective relationships.</p>	<ul style="list-style-type: none"> <li>- Share your story – be willing to disclose your past and current experiences and future goals</li> <li>- Maintain confidentiality – build trust by honoring others’ stories as your own</li> <li>- Seek opportunities for intentional conversations – understand your mentee’s goals and create learning moments to support his or her progress</li> <li>- Role model behavior - do what you say you will do, show up, be punctual, be present, practice active listening</li> </ul>
<p><b>2. Provide objective guidance and feedback based on personal experience</b> Facilitate mentee’s ability to create and work towards specific learning goals by providing objective feedback and guidance on goals and action steps, sharing lessons from personal experience, and serving as a connector to people and resources.</p>	<ul style="list-style-type: none"> <li>- Be mentee-focused – develop relationship around mentee’s specific learning goals</li> <li>- Provide objective feedback – focus on concrete actions and behavior in order to support mentee growth and development</li> <li>- Share personal experience – openly disclose past and current experiences, successes, challenges, and lessons learned</li> <li>- Be a connector – connect mentee to people and resources that support his or her progress towards goals</li> </ul>
<p><b>3. Facilitate reflective thinking</b> Pushes mentee to reflect on experiences by asking thoughtful, thought-provoking questions that seek deeper meaning and help the mentee to become more self-aware of strengths and growth opportunities. Seeks out opportunities for intentional conversations that support the growth of the mentee.</p>	<ul style="list-style-type: none"> <li>- Ask thought-provoking questions – ask open-ended questions that support mentee learning</li> <li>- Ask reflective questions – routinely ask mentee to reflect on what he or she is learning from actions and experiences</li> <li>- Provide objective feedback – focus on concrete actions and behavior in order to support mentee growth and development</li> <li>- Seek opportunities for intentional conversations – understand your mentee’s goals and create learning moments to support his or her progress</li> </ul>
<p><b>4. Take ownership for own personal growth and learning</b> Serve as a role model for personal growth and learning by employing practices of goal-setting, seeking feedback, and reflection for one’s own development during the mentoring relationship.</p>	<ul style="list-style-type: none"> <li>- Create SMART goals – write 2-3 developmental goals to achieve during the relationship using the SMART goal framework</li> <li>- Identify action steps – write 2-3 concrete action steps for each goal statement</li> <li>- Share progress – regularly share progress towards goals and ask for feedback on next steps</li> <li>- Reflect and re-set – periodically reflect on progress and lessons learned in order to set new goals</li> </ul>