

SGSSS Career Pathways

Mentoring Scheme

Welcome to mentors and mentees! Please keep your microphone on mute but keep your cameras on if you can. This session won't be recorded.

We will start the session at 2pm. In the meantime, please introduce yourselves via the 'Chat' thread – telling us your name, University, and whether you are a mentor or mentee!



Sgoil Cheumnaichean Saidheans
Sòisealta na h-Alba

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#MentorMode
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tone of today's session

This space is relaxed and confidential, you choose what you want to share

It's non-judgmental, there are no rights or wrongs

Mentoring is a personal practice, ideas are offered

Slides will be shared along with resources and tools

Use the chat function for Qs, comments, screenshots are fine

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aim for the scheme

The SGSSS Career Pathways Mentoring Scheme aims to increase the **knowledge** and **capability** of social science doctoral students to engage with business, by pairing them with **PhD graduates** who have succeeded in making the **transition to a successful business career** or who have substantial experience building **academic collaborations with business**.



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provide a taster:
**and set the ethos
and philosophy of
mentoring, that
means you can
get started**

the session is fast-
paced, and intends
only to get you
started, there are
lots of resources to
follow and support
channels for you

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introductions



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start with the end in mind

**Use the chat
panel to say:**

**What are your
hopes for this
mentoring
scheme?**

**Your thoughts
here, help to
establish
expectations
between mentees
and mentors**

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why mentoring?

1:1 personalised, and co-created approach

Adds a new, complementary, relationship

Confidential, boundaried, structured

Access to specialist, contextualised knowledge

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what does the literature say?

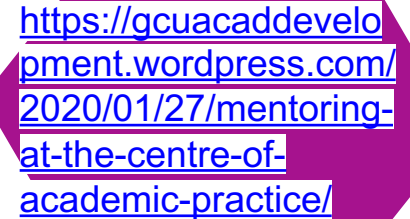
Most researchers move into roles across varied employers and sectors, and must be enabled to develop professional repertoires that transfer beyond academia. The early career period is characterised by career uncertainty, and requires support for informed decision-making ([Guccione, 2018](#))

Mentoring at the point of transition provides an opportunity to make interpersonal connections, enabling informed and supportive professional development ([Donnelly and McSweeney, 2011](#); [Turner et al, 2016](#)).

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a useful skillset

The skills will be useful to you in your whole careers, supporting your work with other colleagues, supervisors, teams, or students you guide and support.



<https://gcuacaddevelopment.wordpress.com/2020/01/27/mentoring-at-the-centre-of-academic-practice/>

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https://gcuniv.padlet.org/kay_guccione/hc04pi2icap8r05q


- Mentoring the whole person: lifestyle, life stage, context and values influence our choice of and habits within our career
- Perhaps a tall order in 6 months? Time commitment?
- Service of others, person-centred, supporting role
- Doing mentoring 'with' or 'to'. Basic vs enhanced practice

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- Degrees of comfort/skill with different styles and tools
Boundaries: with counselling, with personal life, with the past,
with friendship
- Getting to know someone first, building trust, creating safety,
relationship building, timing for challenging questions

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the rest of this session



1. Understand
what mentoring
means, for you,
and in this
context

2. Look at what
a good
mentoring
conversation
actually involves

3. Timeline and
what next

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key mentoring principles

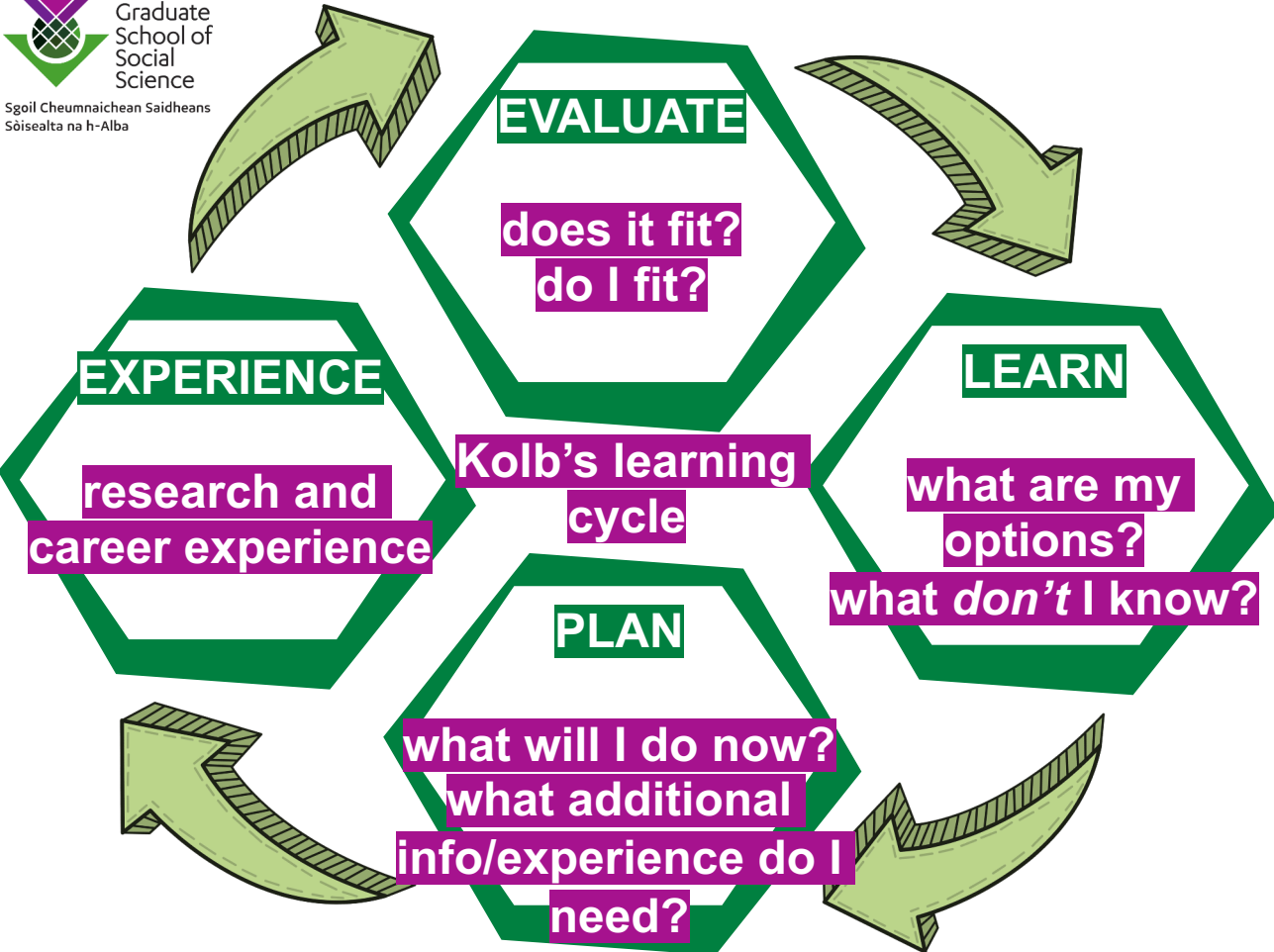
Mentee driven
programme

Partnerships
Reciprocity
Building
networks

Quality of
conversation not
a superficial
process

Exploration
Decision-
making
Test-space

Development,
not evaluation



This Kolb's cycle of experiential learning.

A mentor can support reflection, and learning through dialogue

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a mentoring conversation, close up



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a mentoring conversation, close up



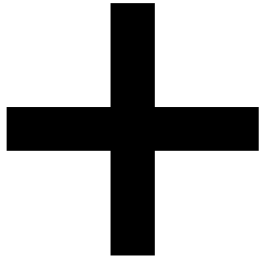
++ SGSSS Career Pathways Mentoring Scheme a mentoring conversation (10min)

Person A talks about a problem or situation that they have not yet resolved/got an answer for...

Person B may ask questions, listen and help A explore... BUT B cannot offer advice, tell A what to do or give solutions

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the pros and cons of advice giving



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pros of advice

<https://gcuacaddevelopment.wordpress.com/2020/01/17/building-a-repertoire-beyond-advice/>

- It's quicker
- It fulfills expectations
- It makes you feel like you had something tangible to offer
- It makes the mentee feel grateful and they value your time and wisdom
- Your suggestion might be insightful / right / they had a real knowledge gap / might stop the mentee from making a mistake, wasting time or getting into a difficult situation.

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cons of advice

- We don't know as much about the mentee's life as they do.
- Listening to your suggestion halts the thinking process.
- Dependency-like relationship, maintains power dynamic
- A mentee can devolve responsibility / ownership to you.
- Overwhelmed with advice.
- Works in opposition to the idea of co-creating

++ SGSSS Career Pathways Mentoring Scheme a co-created mentoring partnership

Mentoring Welcome Pack:

1. Slides
2. Template for setting expectations together
3. Suggestions for giving/receiving feedback
4. A conversational processes framework
5. 5min blog reads on 'being a sounding board' and 'insightful questions'

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structure of the scheme

The latest date for SGSSS to follow up after the Welcome Workshop. We will send through your matching form, which is your opportunity to say what you are hoping for from the mentor/mentee relationship

18

March

Deadline for mentors and mentees to submit your matching forms. You can submit these by emailing the completed form to team@sgsss.ac.uk

02

April

SGSSS will contact mentors and mentees to confirm whether we have been able to find you a suitable match. At this point, we will send you a Welcome Pack and e-introduce you to your mentor/mentee so that you can arrange your first meeting

w/c 19

April

SGSSS will arrange a three month check in for mid-July. This will involve a short feedback form, and an informal coffee morning

w/c 19

July

++ SGSSS Career Pathways Mentoring Scheme supporting the scheme

- In total, we expect mentors/mentees to have around 4 meetings between May and October
- The scheme will be light-touch after the initial matching, with a check-in at 3 months and full evaluation at 6 months
- If you have any questions during the scheme, or the relationship is not working out, contact Anna-Marie/Eimear on team@sgsss.ac.uk

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time for questions



Q&A