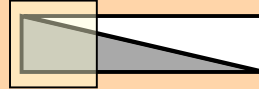


# ROLES & STANCES OF AN EFFECTIVE MENTOR\*

## Consultant

*Offering Support and Providing Resources*



### CHARACTERISTICS

- Mentor shares key information about logistics, school culture, students, curriculum, and teaching practices
- Beyond simple advice giving, a consultant provides the “why,” “what,” and “how” of their thinking

### CUES

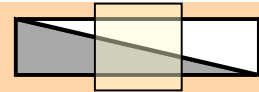
- Credible voice / Use of pronoun “I” / Phrases like “it’s important to” ... “keep in mind that”

### CAUTIONS

- We tend to default to this stance / Overuse can build dependency on the Mentor

## Collaborator

*Creating Challenge and Encouraging Growth*



### CHARACTERISTICS

- Mentor and Protégé “co-develop” strategies and approaches
- 50/50 pattern of interaction and idea production

### CUES

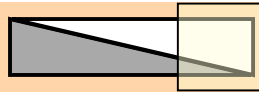
- Confident, approachable voice / Use of pronoun “we” / Phrases like “let’s think about” ... “how might we”

### CAUTIONS

- Mentors need to ensure that the collaboration is authentic and that they don’t “take over” and assume the consultant stance

## Coach

*Facilitating Professional Vision*



### CHARACTERISTICS

- Mentor supports the Protégé’s internal idea production through inquiry and paraphrase
- Ultimate aim is to develop the Protégé’s internal resources for self-coaching and independence

### CUES

- Approachable voice, attending fully / Use of pronoun “you”
- Phrases like “what might be some ways to” ..... “given all that you know, what options are you considering”

### CAUTIONS

- Stance can cause frustration if protégé lacks internal resources for idea generation

- \* Trust & Rapport is essential for the development of any Mentor/Protégé relationship
- \* Effective Mentors demonstrate flexibility of Stances & Roles based on needs of the Protégé
- \* Mentor/Protégé relationships that flourish are reciprocal – both parties learn and grow

\*Adapted from *Mentoring Matters 2nd Edition: Laura Lipton & Bruce Wellman with Carlette Humbar*