

Mentors/Buddies for Learner Panel members

Mentors/Buddies help our new learner panel members:

- Become familiar with the work of the panel
- Understand the key purpose of the panel
- Develop their knowledge and skills
- Feel accepted and part of the panel
- Identify what they can contribute
- Develop their potential

Mentoring/Buddying is a way of offering support over an agreed period of time to help new panel members feel part of our team. You need to agree how often you meet, when you are going to meet and how long you are going to be a buddy for.

Tips for mentors

- Keep in regular contact
- Listen to what is said and needed
- Don't expect to have all the answers
- Respect confidentiality
- Avoid being judgemental
- Work together on issues but stand back if you need to get a clear perspective
- Recognise that you have your own need for support
- Find further support if needed

Tips for mentees

- Take a few risks in order to progress
- Be willing to discuss issues openly
- Keep a positive view of yourself and your contribution
- Share with your mentor how you feel the relationship is working
- Be clear what to expect of your mentor

(Adapted from: The mentoring pocketbook by Geoff Alred, Bob Garvey and Richard Smith)