

Top tips for developing and maintaining your mentoring skills - a guide for mentors

1. Ensure that your training is from an accredited and reputable training provider

Other than the RCPCH Mentoring Skills Training, there are other courses that provide good Mentoring Skills training. Please contact mentoring@rcpch.ac.uk if you would like further information on mentoring skills training providers or contact your local HR department, PGME team or Deanery training contacts. Approach the deaneries about 'sponsoring' a training course if there is sufficient interest from a group of you, if trainees.

2. Develop your skills by having a number of mentees and mentoring hours per year

Regular mentoring will help to keep your mentoring skills honed. Try to have a around 2-3 mentees or 10-15 mentoring hours per year.

3. Peer mentoring

Practise by doing some peer mentoring, especially if you are short of mentees. What are friends for?

4. Organise and attend regular supervision sessions with mentor peers where difficult issues can be shared and discussed

Meeting with your peers will allow you to share and discuss any problems or difficult situations that may arise during mentoring sessions. Remember to always respect your mentee's confidentiality. Your peers may have ideas and insights that may be useful in your role as mentor when managing a difficult issue. Meeting with mentor peers can also act as a de-brief session, which is important in supporting your wellbeing as a mentor. RCPCH offers a regular Mentoring Peer Support Webinar where mentors can join a facilitated discussion to address questions, issues and challenges in mentoring practice. More information on registering to join the Mentoring Peer Support Webinar can be found at <https://www.rcpch.ac.uk/education/courses/rcpch-webinars>

You may also find the EMCC guidelines on supervision useful at <https://www.emccouncil.org/wp-content/uploads/2018/01/7.pdf>

5. Keep up to date with relevant CPD

Participating in top-up activities will keep you up to date, and potentially introduce new tools that you can use throughout your mentoring practice.

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RCPCH also offers the Advanced Mentoring Skills training providing experienced mentors with new skills and knowledge to better engage with their mentees.

Register at: <https://www.rcpch.ac.uk/education/courses/rcpch>

Suggested reading:

Bridges, W. (1991) *Managing Transitions*. Reading, MA: Addison-Wesley

Briggs Myers, I. with Myers, P. (1980) *Gifts Differing*, Palo Alto, CA: Consulting Psychologists Press

Brown, P. and Brown, V. (2012) *Neuropsychology for Coaches*. Maidenhead OUP

Collins, J., (2001) *Good to Great*. London: Random House

Driver, M (2011) *Coaching Positively*: Maidenhead, Open University Press

Dweck, C., (2008) *Mindset - The New Psychology of Success*. New York: Ballantine Books

Reivich, K. & Shatte, A. (2003) *The Resilience Factor: 7 Keys to Finding Your Inner Strength and Overcoming Life's Hurdles*, Broadway Books

Rogers, J. (2012) *Coaching Skills: A Handbook*, Third Edition. Maidenhead: Open University Press