

Mentoring model – Strategies and Methods

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Alred et al (1998) identified a simple model of mentoring which operates on a three stage basis:

- exploration – to explore issues which are identified by the mentored individual
- new understanding
- action planning.

In each stage there are responsibilities for both the mentor and the 'mentee'. The tables below focus on the main strategies and methods required of the mentor.

Stage 1 - Exploration

Strategies	Methods
Take the lead	Listen
Pay attention to relationship and develop it	Ask open questions
Clarify the aims and objectives of mentoring	Negotiate an agenda
Support and counsel	

Stage 2 - New understanding

Strategies	Methods
Support and counsel	Listen and challenge
Give constructive feedback	Ask open and closed questions
Coach and demonstrate skills	Recognise strengths and weaknesses
	Establish priorities
	Identify developmental needs

Stage 3 - Action planning

Strategies	Methods
Examine options for action and their consequences	Encourage new and creative way of thinking
Attend to the mentoring process and the relationship	Help to make decision and solve problems
Negotiate an action plan	Agree action plans
	Monitor progress and evaluate outcomes