

# **BLDEA's J.S.S. COLLEGE OF EDUCATION VIJAYAPUR**

## **MENTORING MECHANISM**

### **OBJECTIVES OF MENTORING:**

- ❖ To help the Student-Teachers to understand the challenges and opportunities present in the college and develop a smooth transition to campus life.
- ❖ To counsel academically weak Student-Teachers and to play an important role in helping troubled Student-Teachers to cope with academic, extra-academic and personal problems.
- ❖ To provide positive role models to Student-Teachers.
- ❖ To proactively try to identify problems of the general Student-Teachers and to bring them to the notice of the concerned authorities.

### **❖ BASIS OF MENTORING**

- Mutual Trust
- Genuine belief in the Process
- Regular contact and conversation
- Development oriented Initiative

### **❖ MENTORING AS A PROCESS**

- **A Mentor is someone with whom student can develop a long-term relationship that is centered on building the mentee's growth and development. A mentor does not work on a day-to-day basis to help a mentee make decisions, but they are there to serve as someone who can offer support, wisdom, and teaching over time.**
- **Mentoring is a positive developmental partnership, which is driven primarily by the mentee. It offers a reflective space where the mentee can take responsibility for and discuss their development.**
  - **Its primary aim is to build capability and self-reliance in the Mentee.**
  - **Mentors can help highlight issues and to assist the Mentee in planning ways through them.**
  - **They can help clarify the Mentee's perspective while bringing an additional impartial view to bear on the issues.**
  - **Sometimes, when the issues are straightforward and urgent, a Mentor might offer advice or give some direction.**

**Considering all the points, to support Mentee academically, emotionally, physically, socially balanced, once in a week mentoring session is arranged in our institution's Daily Class Time Table.**

## Skills needed by Mentor, Mentee

- Skills needed for an effective mentor:

- Listening actively
- Building trust
- Ability to encourage
- Identifying goals and current reality
- Providing corrective feedback
- Inspiring
- Developing capabilities in mentees
- Managing risks
- Good motivator
- People orientation
- Introspection
- Facilitation



- Skills needed by mentee:


- Listening actively
- Reflection
- Willingness to take responsibility
- Asking right questions
- Deep commitment
- Confidentiality & keeping trust
- Ability to take initiatives
- Follow through on commitments
- Ability to connect the dots
- Willingness to learn

### BENEFITS OF MENTORING:

➤ Mentoring is important, not only because of the knowledge and skills Student-Teachers can learn from mentors, but also because mentoring provides professional socialization and personal support to facilitate success in graduate school and beyond. Quality mentoring greatly enhances Student-Teachers' chances for success.

➤ Research shows that students who experience good mentoring also have a greater chance of securing academic tenure-track positions, or greater career advancement potential in administration or sectors outside the university.

  
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