

MENTORSHIP COMPETENCY FRAMEWORK

Learn about the
four core mentorship
competencies
(or skills) for effective
peer mentorship

Communication

Personal Development

Being a Resource

Defining your Role

COMMUNICATION

- Consistently practice effective communication skills
- Recognize and take in to account your mentee's favourite communication style and establish good rapport
- Use active and reflective listening and provide constructive feedback

PERSONAL DEVELOPMENT

- Support your mentee's personal development and guide their learning
- Help your mentee set realistic expectations for success
- Encourage reflection - enable your mentee to learn from his/her experiences
- Use care and compassion to address positive changes based on your mentee's strengths
- Recognize that mentoring is about mutual learning: you are also learning from the process

BEING A RESOURCE (CONNECTION AND PROBLEM-SOLVING)

- Connect your mentee to resources, services, and opportunities
- Act as a guide for your mentees
- Refer students to resources and services when appropriate
- Share your knowledge with your mentees

DEFINING YOUR ROLE

- Understand your role, purpose and expectations
- Understand the impact of personal biases
- Clarify your own values, beliefs, and attitudes and seek to use these to support your mentee
- Maintain confidentiality and trust, while recognizing your limits as a peer mentor
- Encourage a reciprocal relationship - exploring share responsibilities, experiences, and expectations
- Promote self-care and be sensitive to your mentee's well-being

Below, you can identify areas where you might have developed the core mentoring competencies. Think about your leadership, campus involvement, or volunteer experience. Think about your academic experience and how it relates to the core competencies. What areas do you still have to develop?

Mentorship Competencies Inventory	Leadership & Campus Involvement (mentee; donship; club involvement)	Academic Work, Work/Volunteer (papers, lab reports, group presentations)	Areas I can develop further?
Communication <ul style="list-style-type: none"> • Active and reflective listening • Group facilitation • Facilitate meetings • Public speaking • Conflict resolution 			
Personal Development <ul style="list-style-type: none"> • Goal setting and planning • Being responsible & accountable to your mentee • Problem solving with your mentee • Motivating others 			
(Being a) Resource <ul style="list-style-type: none"> • Appropriate academic resources • Ways to get involved on campus • Connecting students to the right opportunities • Knowledge of U of T's structure (college system, faculties, libraries, etc) 			
Defining Your Role <ul style="list-style-type: none"> • Demonstrate supportiveness • Recognize our own limits and promote self-care • Empathy • Flexibility • Responsibility (i.e. showing up to meetings, trainings, sessions) 			