



Ministry of Health and Sports

Mentor and Trainee Responsibilities

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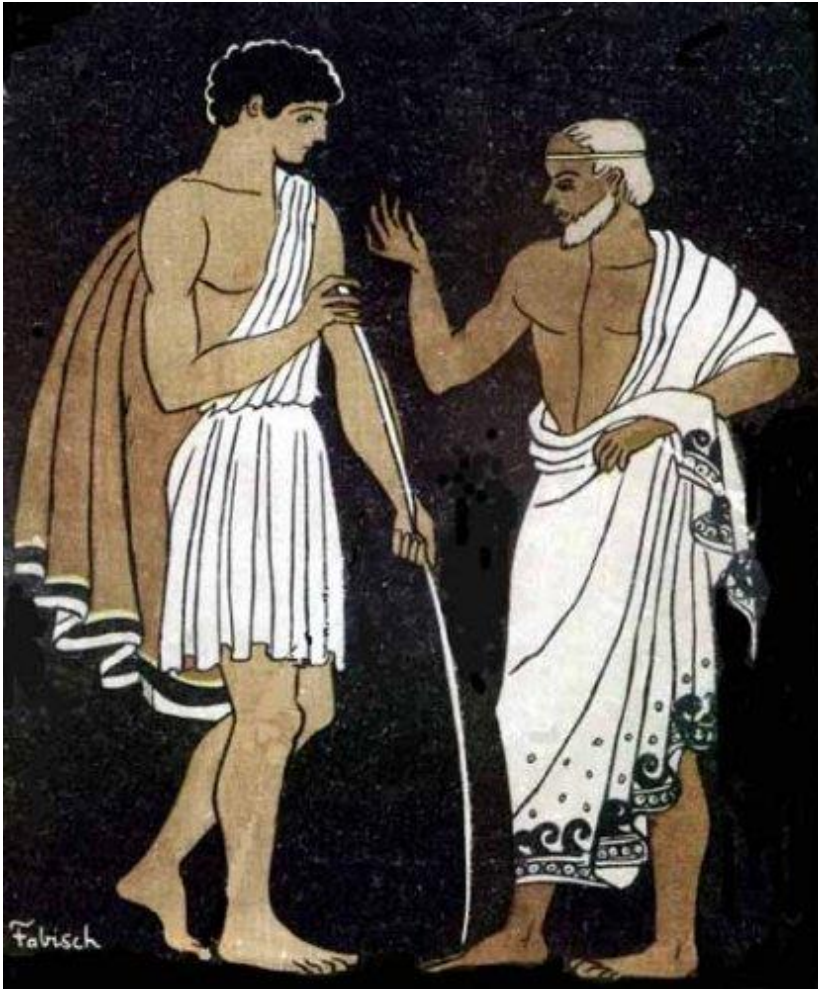


Presentation outline

- What is Mentoring?
- Roles in Mentoring
- Responsibilities in Mentoring
- Mentoring and Ethics
- Potential problems in Mentor-Trainee Relationship



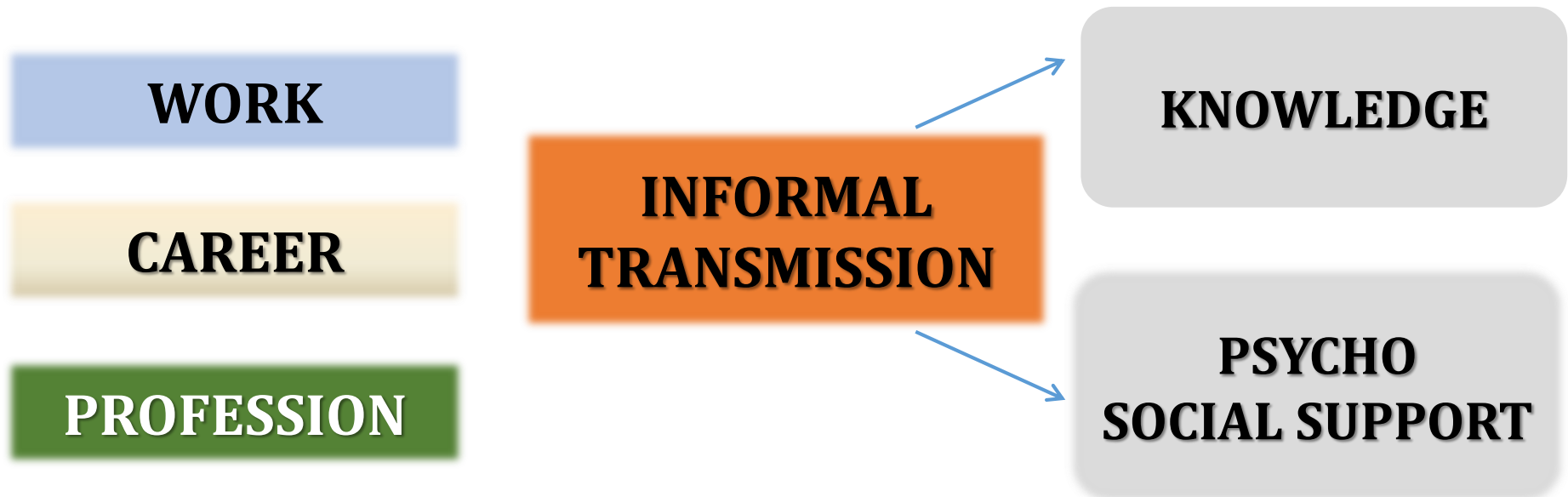
Mentor



Greek Mythology

- When Odysseus left for the [Trojan War](#), he placed Mentor in charge of his son [Telemachus](#), and of Odysseus' palace.

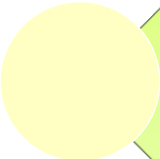
What is Mentoring ?



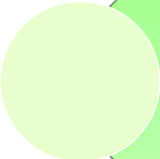
Mentoring the **next generation of scientists** is a shared responsibility of all current scientists.



Any support to develop and maintain their **research profile and activities**



More **informal** and ongoing, occurring as part of day-to-day research activities



Interactions in research groups to collaborate on research proposals, projects and publications

Roles



Role of Institutions

- Ensure each research trainee has an **appropriately qualified and trained supervisor** by setting standards for mentorship
- The **importance of RCR** covered in the training

Roles (Continued)



- Ensure **training**
- Provide **support**
- Ensuring the **validity and accuracy of research**
- Ensure **appropriate attribution**



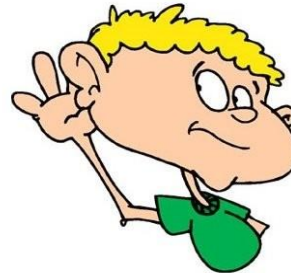
- **Seek** guidance
- **Undertake** induction program and training

Basic Responsibilities of Mentor



- Be **Available**

- **Listen** Carefully



- **Keep in Touch**



- Allow for **Differences**

- Let Trainees Make **Decisions**

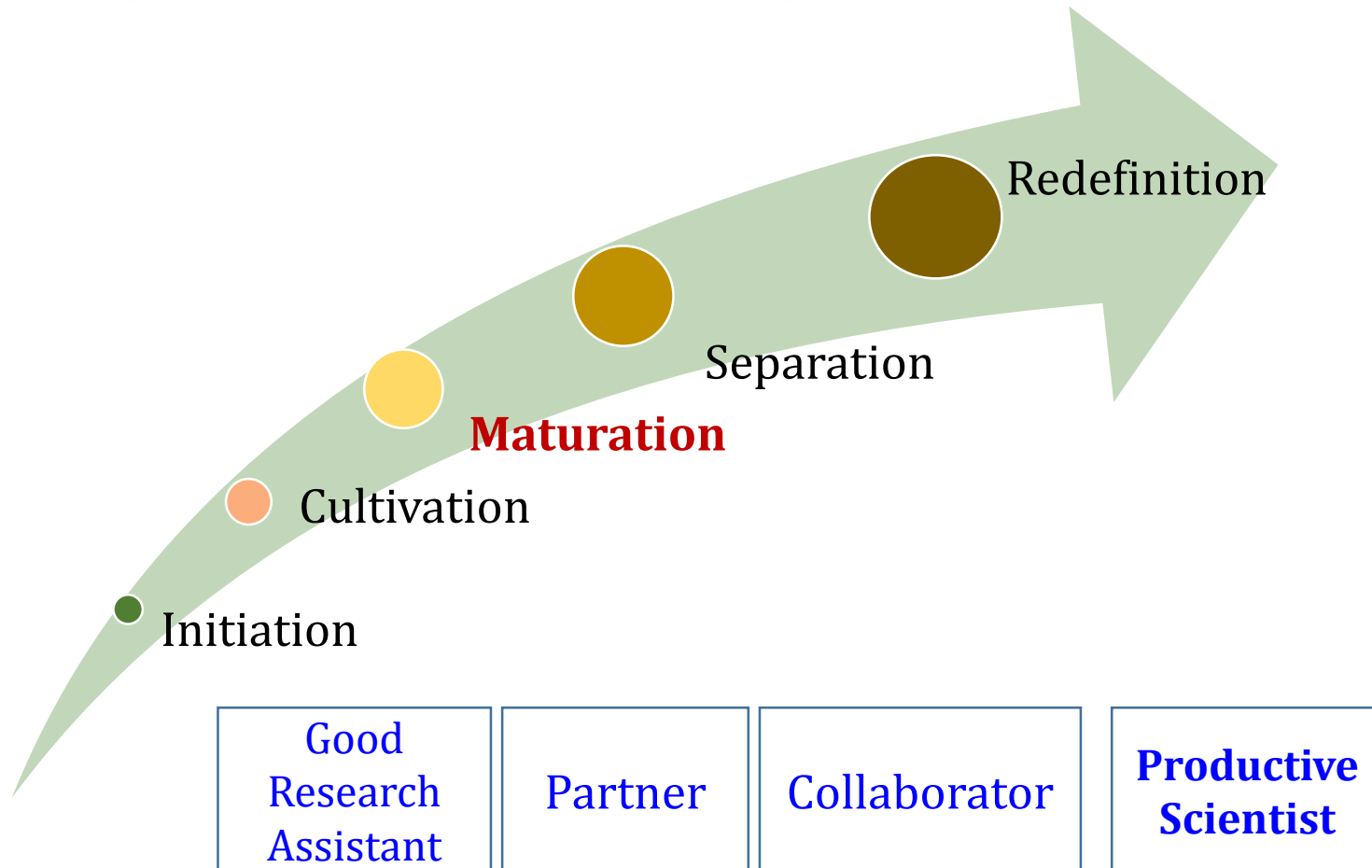
- Helping to make **contact with other researchers**

- **Keep Learning** about Effective Mentoring

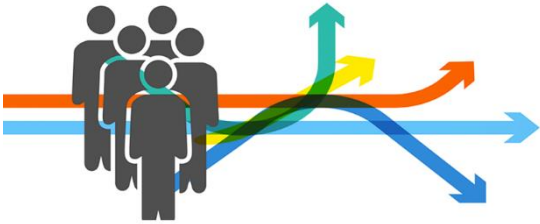
- **Overseeing** Mentee's work



Stages of Mentoring



Basic Responsibilities of



- Identify **Career Plans**
- Locate **Prospective** Mentors
- Distinguish between Supervisors and **Mentors**
- Be Clear about **Needs and Expectations**
- **Keep Learning** about Effective Mentoring



Mentor Trainee Relationships

- Inherently flexible & can vary tremendously in form & function
- Formal & informal
- **Healthy working environment** is crucial



Mentoring and Ethics

Beneficence & Non-maleficence

- Help others & be careful not to harm Mentees
- Mutually beneficial

Fidelity and responsibility

- Mentor to clarify the role of each party to the relationship
- Healthy M/M relationship will grow & mature
- To aspire to fairness & exhibit unbiasedness



Mentoring and Ethics (Continued)

Integrity

- If conflicts arises, resolve immediately

Justice

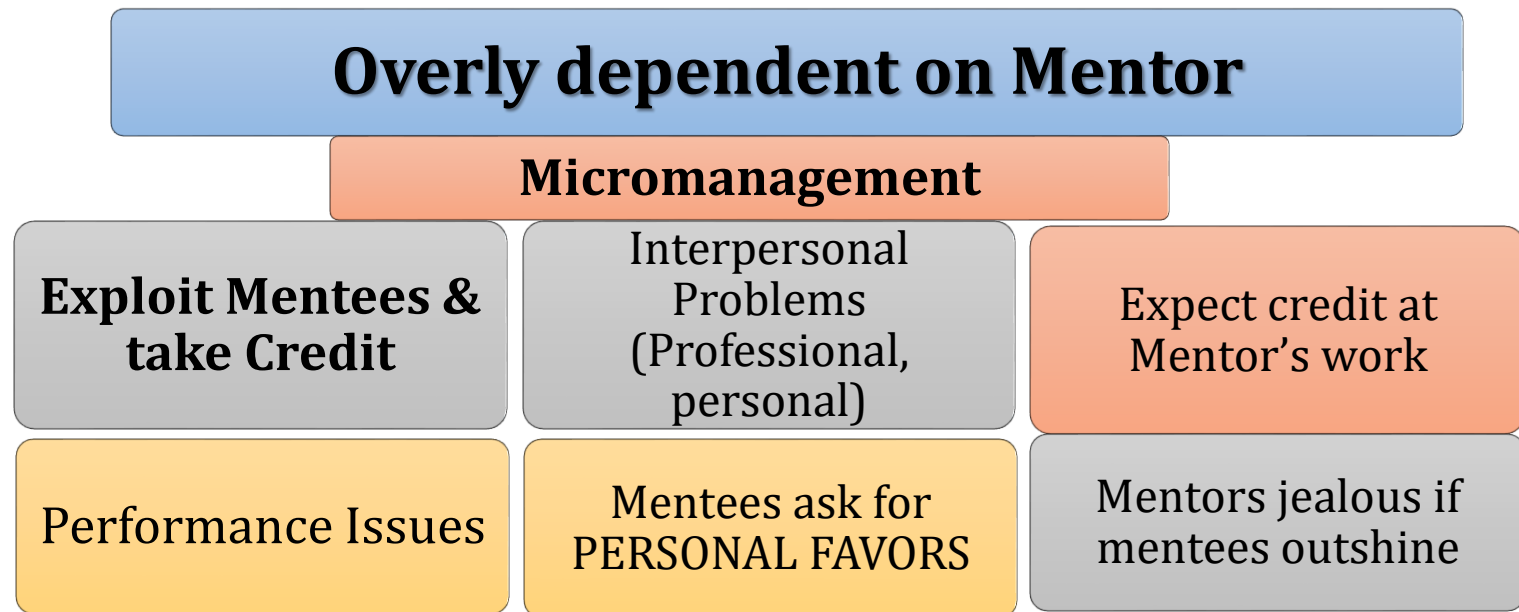
- Fair treatment (Two principles: equality & equity)

Respect for rights & dignity

- M/M consider personal differences
- Not to have bias in interactions/dealings



Potential problems in Mentor-Trainee Relationship



“If both parties have clear expectations of what **professional relationship** can do & what it should not do”

“Toxic” Mentors or Tormentors

Criticize rather than educate

Neglect rather than help

Threaten rather than support

Obstruct rather than facilitate

Control rather than foster growth and independence



Conclusion

- A powerful tool in career development
- Dynamic process and takes time and dedication
- One should need to make sure that both sides benefit
- Professional relationship based on etiquette, trust, respect & ethics
- Training programs for potential Mentors and Mentees
- Available throughout the research career and adapted to the individual's experience and expertise





Questions, Comments & Suggestions

