



BISHOP BENZIGER COLLEGE

OF NURSING

Accredited by NAAC,

Member of United Nations Academic Impact Program

Approved Research Centre of Kerala University of Health Sciences



7.1.2 - Mentor Mentee System

MENTOR- MENTEE SYSTEM

Mentor mentee system is one of the best practices being followed in Bishop benziger college of nursing to enhance the positive development and improve the academic performance of our students.

A *mentor* is an individual with expertise who can help develop the career of a mentee. A mentor often has two primary functions for the mentee. The career-related function establishes the mentor as a coach who provides advice to enhance the mentee's professional performance and development. The psychosocial function establishes the mentor as a role model and support system for the mentee. Both functions provide explicit and implicit lessons related to professional development as well as general work-life balance.

The term *mentee* is used to refer to the broad range of individuals who may be in the role of "learner" in mentoring relationships.

The Purposes of Mentoring are to:

- Assist the students in their professional development
- Empower the mentee
- Enable the mentee to find their own way through a situation
- Be a sounding board
- Offer information (but not advice)
- Provide access to knowledge, situations or networks
- Question or challenge when appropriate

Terms of reference

The mentor mentee system of our institution enables the mentee to develop their own skills, strategies and capability so that they are enabled to tackle the next hurdle more effectively with or without the mentor's presence.

The mentor-mentee ratio followed is 1: 10. And the meetings are conducted once in every month. All mentors have to maintain a record of their monthly meetings. Mentors should track the progression of their mentees in academic and non academic activities.

