

Health Tips to optimise your mentoring programme

1

Set up your evaluation

Remember, it is most effective to set up the evaluation framework at the outset, not leave it till later on

2

Make evaluation seamless

Work the evaluation in seamlessly so mentors/mentees feel comfortable giving feedback on the process regularly

3

Plan development interventions

Ideally, there should be some development intervention for mentors at least twice a year

4

Supervise your mentors

Don't forget your supervision of mentors, quality assurance and checking on ethical practice is key

5

Don't be afraid to make changes

Consider your organisational culture, power dynamics and senior stakeholder support – it is not too late to change the way the programme is set up

6

Instil the programme's objectives

Check at the outset that mentors and mentees know enough about the programme objectives and what mentoring is really about, to feel confident in moving forward

7

No-fault separation clause

Make everyone aware there is a no-fault separation clause and there is no stigma in using it!

8

Provide safe support

Finally, ensure mentors and mentees have some safe support to go to internally/externally if they get "stuck"