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MENTORSHIP MODELS

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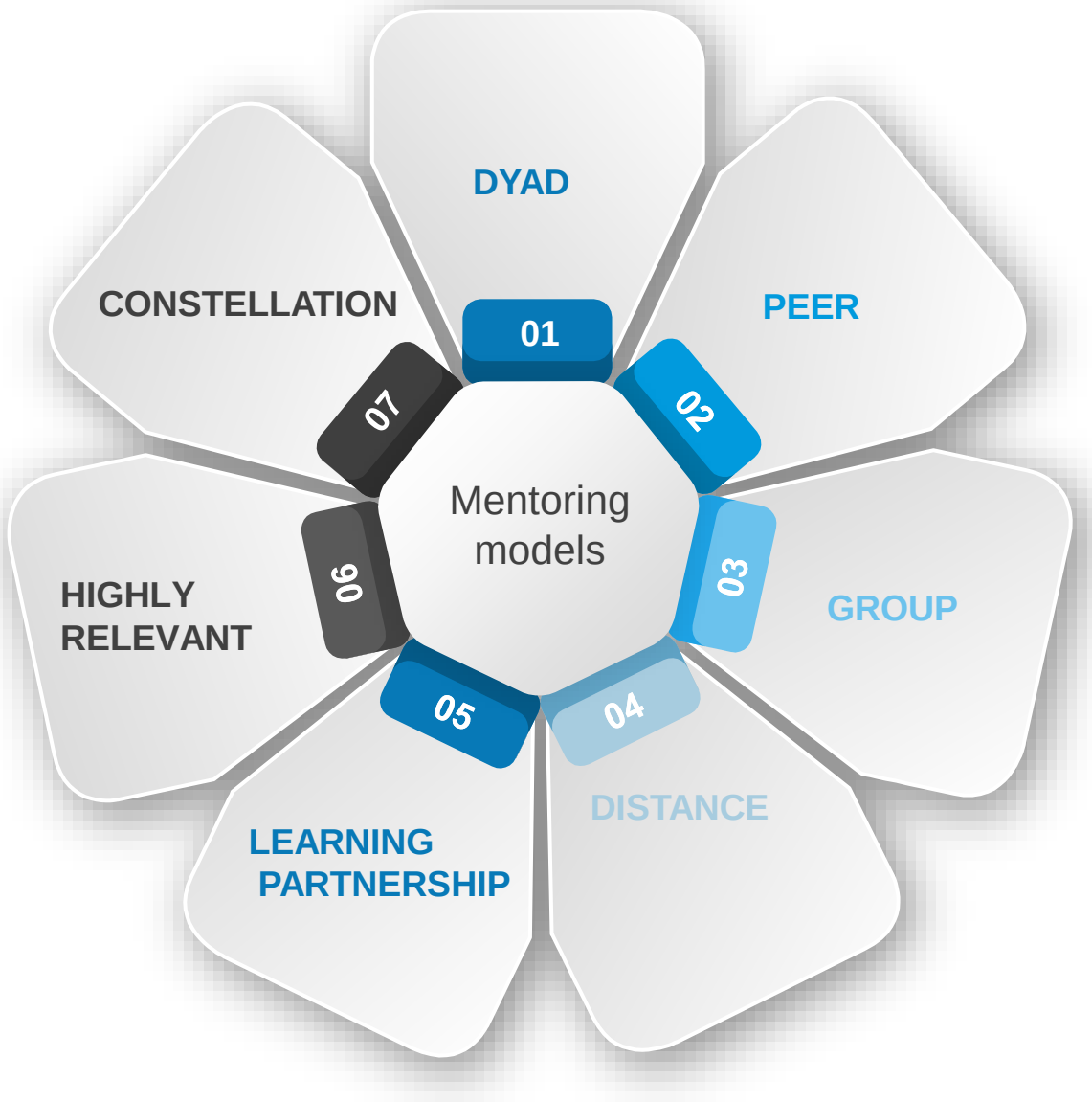
SOURCES

EXAMPLE

Nowell, L., Norris, J. M., Mrklas, K., & White, D. E. (2017). A literature review of mentorship programs in academic nursing. Journal of Professional Nursing, 33(5), 334-344


Mentoring models
01
DYAD
02
PEER
03
GROUP
04
DISTANCE
05
LEARNING PARTNERSHIP
06
HIGHLY RELEVANT
07
CONSTELLATION

Dyad mentorship model

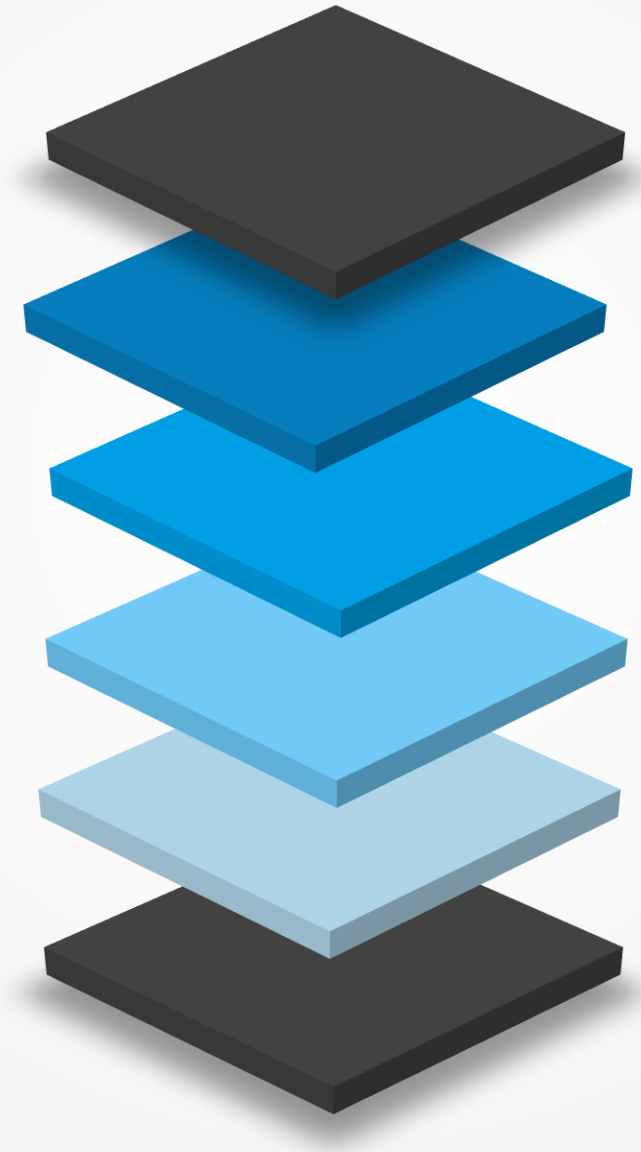
- Most commonly used model traditionally
- mentees are paired with more experienced mentors
- requires active participation between the mentor & mentee
- requires both institutional and collegial support
- requires building rapport for a strong mentor-mentee relationship
- mentor-mentee pairing based on similar specialties
- equal responsibility between the mentor & mentee
- requires developing effective open

Peer mentorship model

Consists of two or more faculty members of similar with experience or ranking

Interacting as equal partners and co-mentors seeking to achieve mutually determined goals

Involves a collaborative process where members mentor each other by providing guidance, expertise, support, counsel, & advice



Brings out each members' finest skills and members are able to pool their knowledge, and strengthen their relationships

Provides a safe environment for members to express feelings & reduce stress by working in a supportive group setting

Considers specific strategies to ensure the success of all members

Group mentorship model

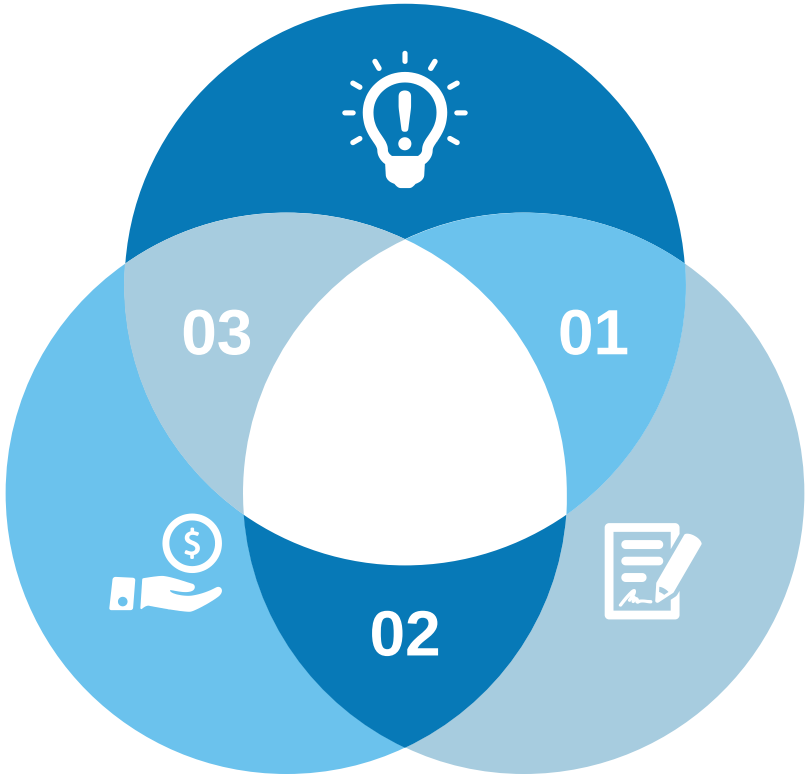
Involves one mentor supporting a group of interdependent mentees who are individually and collectively accountable to a common purpose

Provides opportunities for discussion and socialisation, encouragement and support, with/from the same mentor

Optimises resource use through training and a supportive network

Constellation mentoring model

Comprise of one mentee who has more than one mentor



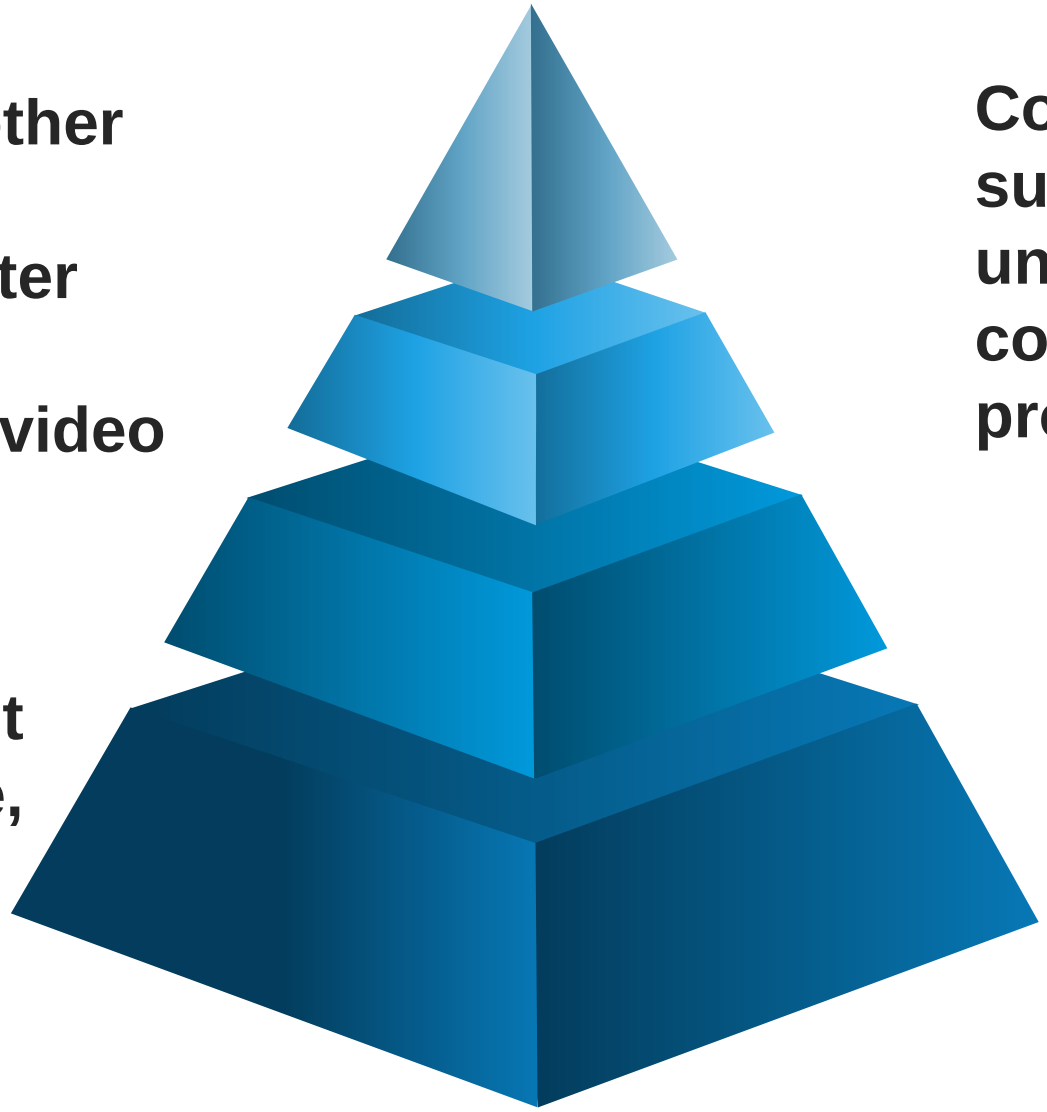
The involvement of multiple mentors with different styles of mentoring & leadership can provide a rich and in-depth understanding of the subject

This can also provide mentees with greater opportunities to expand their networks

Distance/Online mentoring model

Mentors & mentees introduced to each other in an online virtual meeting may thereafter interact via email, telephone, or online video conferencing

Mentors & mentees may first meet face-to-face, then further interact using technology



Could be used to support faculty in under-resourced contexts and programs

Provides the opportunity for frequent access and enables mentors-mentees to contact each other at any time