



MONASH University
Library


Mentoring from day one (and before)

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Sharing your ideas through padlet

http://padlet.com/anne_melles/9vwb5dnk60vh



**“Research shows ... that
employees with mentors have higher
job satisfaction and organizational
commitment, ... less stress and better
interpersonal relations”**

(Shupe & Pung, 2011, p. 412)

Shupe, E. I., & Pung, S. K. (2011). Understanding the changing role of academic librarians from a psychological perspective: A literature review. *The Journal of Academic Librarianship*, 37(5), 409–415. doi:10.1016/j.acalib.2011.06.005

BUT what do you do if:

- not employed in a library?
- no mentoring program in your organisation?
- you're in a mentoring scheme but it's not working?

Rethinking mentoring



Develop a
mentoring
mindset

Take control of
your own
career

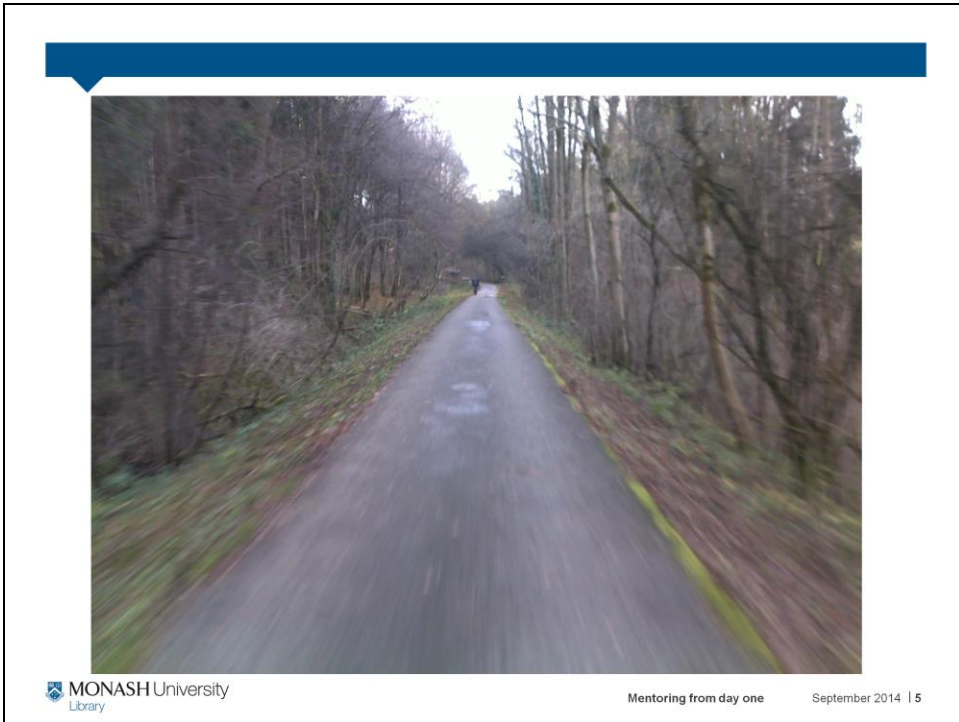
Useful for:

make the most of the key first days

prepare for employment

re-energise your career

help people you supervise and work with



Short time frame – need to keep to the times



Step 1

**Read the persona sheet in
silence and think about the
person's situation**

1.5 mins



Step 2

Use post it notes to add your thoughts about the person's feelings and reactions to the Empathy Map

4 mins

Be creative – try to imagine how it feels to be this person



Step 3

**As a group, discuss the
Empathy Map and complete
the Pain and Gain sheet**

4.5 mins



Step 4

What should the person do next?

Work together to find solutions

5 mins

Share your solutions

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Remember to work within the constraints you've been given, e.g. if the person has no money don't suggest enrolling in an expensive course