

## University of Exeter

People Development  
Northcote House

Phone: 01392 724515

E-mail:  
peopledevelopment@exeter.ac.uk

### General Information

- The information collected through this form will be made available to scheme mentors/mentees as part of our software matching process.

- It may not be possible to fulfil identified preferences depending on the availability of mentors matching the desired criteria.

- The matching process will include an initial meeting between the mentee and mentor to explore the compatibility between them before both parties finalise and enter into a mentoring partnership.

- There is scope for either party to seek an alternate pairing if either party concludes that the pairing may not be optimal or that the necessary rapport is not developing effectively. Equally during the partnership either party can terminate the relationship at any time for any reason.

- Mentors and mentees are encouraged to include participation in the mentoring scheme as an objective in their ePDRs.



## Confidentiality, Data Protection and GDPR

### Confidentiality

Any matters discussed between the mentor and mentee are confidential

### Data Protection and GDPR

The data you provide in your application form will be only be used by the University of Exeter and SUMAC (our software provider) in relation to your participation on the scheme or programme to which your application form belongs, and will not be shared with any other organisations or used for any other purpose. Both SUMAC and the mentoring scheme organiser are bound by the General Data Protection Regulation (GDPR) to keep your data secure and to maintain your privacy. You can view the SUMAC Privacy Policy [here](#).

The University of Exeter and scheme organiser will use of your data in line with our Staff data privacy notice [here](#).



Mentoring is a form of one-to-one support where a more experienced colleague uses their knowledge, skills and connections to help someone with their current and future challenges.

### Benefits of being a Mentee

- ◆ Gain practical advice, encouragement and support
- ◆ Learn from the experiences of others
- ◆ Increase your confidence
- ◆ Become more empowered to make decisions
- ◆ Develop your communication and personal skills
- ◆ Develop strategies for dealing with both personal and academic issues
- ◆ Help to identify goals and establish a sense of direction
- ◆ Help identify and correct gaps in skills and knowledge

### Benefits of being a Mentor

- ◆ Gain new perspectives and insights
- ◆ Improve communication and personal skills
- ◆ Additional experience in staff management and development
- ◆ Develop your mentoring skills
- ◆ Increase your confidence and motivation
- ◆ Benefit from a sense of fulfilment and personal growth
- ◆ Opportunity for self reflection
- ◆ Personal fulfilment, particularly satisfaction from seeing your mentee progress



Image courtesy of Shutterstock

## "One Step Beyond" Academic Mentoring Scheme

The "One Step Beyond" Academic Mentoring scheme spans across all Colleges to bring you a fantastic opportunity to engage with a mentoring relationship and develop your knowledge in any of the following areas:

- Building informal teams and collaborations
- Citizenship Development
- Education Development
- Leadership & Management Development
- Managing personal/family life with professional/career aspirations
- Personal Effectiveness
- Research Development

Sign up:

<https://sumac.ac.uk/account/university-of-exeter/scheme/319>

## What do our mentees say about their mentoring experience?

*"It was really lovely to meet my mentor and I found the meeting very helpful".*

*"My mentor is very helpful and pleasant and supportive. We're working together towards the aims".*

*"I have found it invaluable to have advice beyond that that I get from my line manager. I can have informal and confidential discussions about my options, potential pathways, and personal development with someone that is impartial and has more recently made similar decisions themselves. This has already helped me to make some career choices to further my personal development and address concerns I have at work".*

*"I have found One Step Beyond mentoring helpful and rewarding. I had a mentor to help me find a new role when I previous contract was due to end. I found the mentor I was matched with to be supportive as she had clearly researched opportunities before we had met. During discussions it became clear that she had been in a similar situation to be and was able to give practical advice. Now I am in a new role, I have sought a second mentor for a different purpose – to be someone to give advice around leadership development".*

*"My mentoring journey has progressed well, my mentor has been very helpful and generous with his advice. He is keen to share stories of his career journey through academia as well as ways to enhance opportunities for transition to an open ended contract".*

*"My mentoring experience has been a really positive one. I think I was very well matched with my mentor which has made me feel very comfortable talking to her. We meet regularly for coffee and a progress update. I especially appreciate the goal setting I do with her and the sense of accountability – I feel I have to have moved things on before our next meeting, even though she doesn't push me. My mentor is also willing to read over things for me and give me a second opinion, which is great.*

*Mentoring is helping me to achieve my career aims/objectives. In fact, I'm certain I would not have progressed as far as I have without it. I am keen to continue meeting with my mentor, with a view to reaching my ultimate career aims".*

