



Mentorship Defined & Benefits

Mentoring is a reciprocal and collaborative relationship between two or more faculty members for the purpose of growth, learning, and career development.

It is a mutually beneficial connection, where the mentee, mentor, and the University all benefits.

The purpose of mentoring is to grow from the knowledge and experience of colleagues with different perspectives. It is the best way to accelerate personal, intellectual, and career growth and advancement.

The UCF faculty mentoring website provides helpful guidance for mentors, mentees, and department leadership.

The Four Phases of a Mentoring Relationship

1 | PURPOSE

- Goal setting
- Joining a mentoring program
- Establishing compatibility

2 | ENGAGEMENT

- Building rapport and trust
- Working out action-plan for goals
- Getting to know each other

3 | GROWTH

- Building skills
- Overcoming barriers to growth
- Developing growth mindset
- Accountability

4 | COMPLETION

- Reflection
- Building confidence to continue growing
- Paying it forward

(Sarev, 2022)

Mentee Benefits

- Provides a source of encouragement and empowerment
- Helps identify and achieve career goals
- Aids with detecting and correcting knowledge and skill gaps
- Increases confidence
- Expands scholar network

Mentor Benefits

- Develop leadership skills
- Become recognized as a trusted resource
- Gain new perspectives
- Opportunity to pay it forward

University Benefits

- Strengthens sense of community and belonging
- Enhances faculty engagement
- Increases faculty and student success
- Supports innovation