

Mentoring for professional resilience

Dr. Patricia Castanheira

University of Brighton

p.castanheira@brighton.ac.uk



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What is this forum about?

A word cloud centered around the words "mentoring" and "resilience". The words are in various colors and orientations. "mentoring" and "resilience" are the largest and most prominent words, both in black. "challenges" is written vertically in red to the left of "mentoring". "workforce" is in blue above "mentoring". "well-being" is in red to the right of "mentoring". "professional" is in red to the left of "resilience". "development" is in blue to the right of "resilience". "organisation" is in blue below "resilience".

challenges
workforce well-being
professional mentoring resilience development
organisation

Buzz words and every day concepts



What is mentoring?

- Hands on approach:
 - Pairs:
 - Grab a bunch of Lego bricks and build your concept of mentoring; or
 - Get a piece of flipchart paper and some papers and draw your concept of mentoring (imagine a logo/slogan on a t-shirt...)

You have 10 minutes to do this...

Mentoring

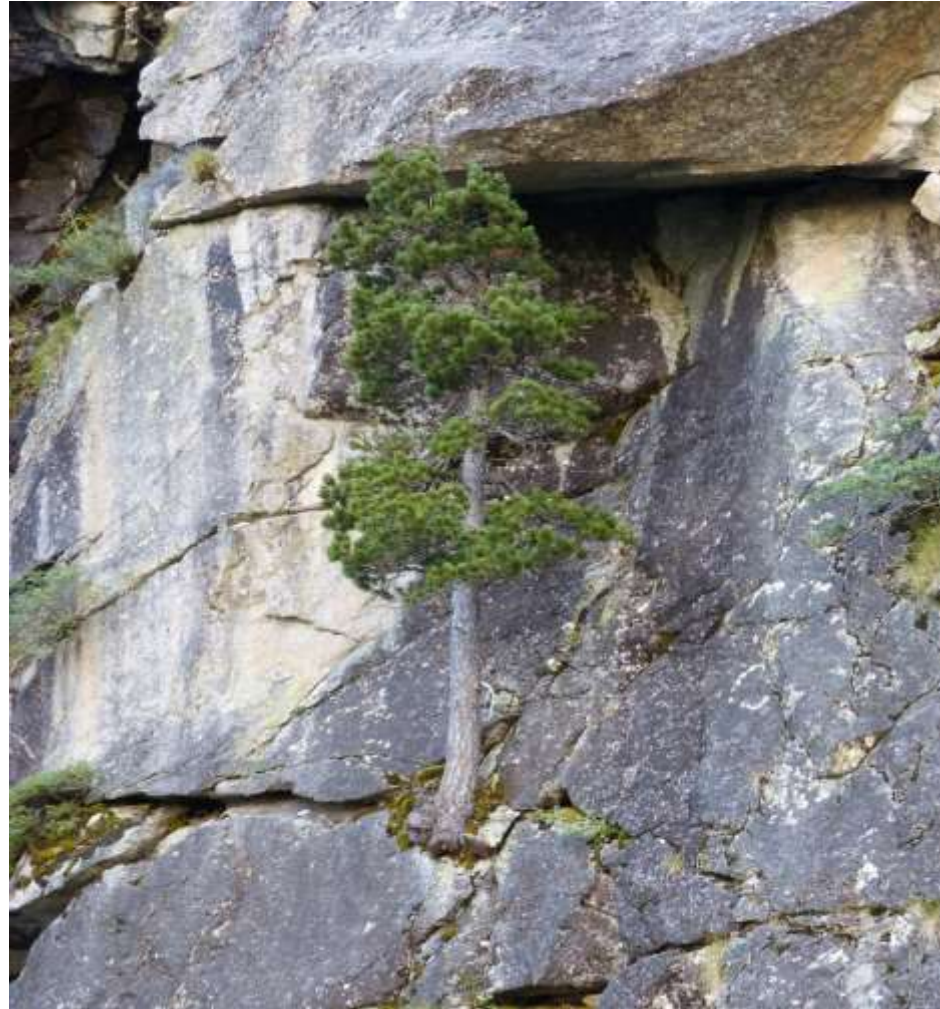


What is resilience?

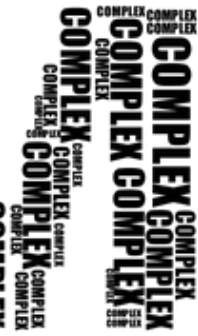
- Hands on approach:
 - Pairs:
 - Grab a bunch of Lego bricks and build your concept of resilience; or
 - Get a piece of flipchart paper and some papers and draw your concept of resilience (imagine a logo/slogan on a t-shirt...)

You have 10 minutes to do this...

Resilience



Why bother with definitions?



Mentoring

“a process by which a more experienced person (the mentor) gives support to a less experienced person (the mentee) across a wide range of issues relevant to work and professional development”

(Castanheira, 2016)

Resilience

“overcoming adversity, whilst also potentially subtly changing, or even dramatically transforming, (aspects of) that adversity”

(Hart, Gagnon, Aumann, & Heaver, 2013)

How does mentoring link with professional resilience?



Benefits of mentoring

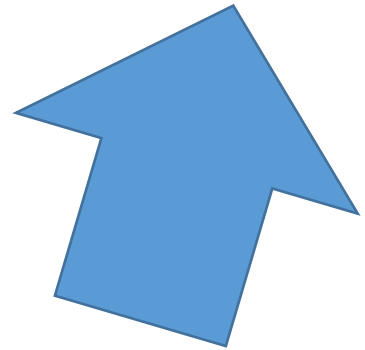
- impact on performance,
- reduced staff turnover,
- greater career advancement,
- social and psychological benefits:
 - increased confidence for both mentees and mentors through the establishment of partnerships,
 - enhanced sense of organizational culture and loyalty towards the organization .

Characteristics of resilient individuals linked with mentoring

- Good support network
- Social confidence
- Work-life balance
- Empathy
- Reflexivity
- Optimism
- Self-awareness
- Self-efficacy

How do these benefits of mentoring link with resilience?

“overcoming adversity, whilst also potentially subtly changing, or even dramatically transforming, (aspects of) that adversity”



context...

(Hart, Gagnon, Aumann, & Heaver, 2013)

Workplace factors and resilience

Factors that can be considered “adversity” at the workplace?



Mentoring and workplace factors

Which of the previous factors can be addressed through mentoring programmes?

How can mentoring support workplace resilience?

“overcoming adversity, whilst also potentially subtly changing, or even dramatically transforming, (aspects of) that adversity”



(Hart, Gagnon, Aumann, & Heaver, 2013)

Resilience-based interventions contributing to systemic change

How can mentoring support workplace resilience?

Creating specific mentoring programmes for individual organisations
addressing specific organisational issues



Developing resilience in the workplace

How can you put this in to
practice in your own workplace?

Thank you!

For comments and further questions please email me:

p.castanheira@brighton.ac.uk