

Employability Mentoring FAQ

Q. What if I am not suitable for mentoring as a mentor?

Why is this important to address?

Where a person elects to participate in or is referred to something, it is important to assess as to their suitability. In assessing this, if it is found that the person is not suitable, alternative offers should be provided on the basis of the assessment to ensure that the person is not left without a further choice.

What we say about it?

Our mentors are the lifeblood of the project and it's important that we work with each potential person to identify if they are appropriate for mentoring. Over time we might discover that despite a professional being referred or choosing to get involved it might be that the person is not appropriate for mentoring.

Our actions and response

Meeting the mentor we will talk about the project, our values and provide them with a range of information to read. We ask about their motivation for engaging, what they want from it and what they can give to the project. Should during the course of this discussion, the potential mentor share something that concerns us as to their suitability, we will ask them further questions to clarify and help decide if they are appropriate. The role description we offer to potential mentors lists the key tasks and the skills/knowledge required to be an employability mentor. Where a person does not fulfil this we will:

- Ask questions to clarify our concern and assess suitability to form a judgement
- Make a clear decision based on this to not proceed, sensitively explaining our rationale for doing so
- Suggest other options that might be available within DMU and recommend further development

Other options could include:

- Guest speaking to students in lectures
- Taking info back to provide a placement or internship at their own workplace
- Offer a chance to revisit at another point in the future following further experience / development

Potential reasons for a lack of suitability could include:

- Lacking in experience post graduation
- The project values not connecting with the person through discussion
- Choosing to be involved for purely self-gain or for company gain (e.g. purely to scout talent for work)

Here we will make clear our stance and thank them for their time

How you can help

Please be honest with us about your motivation, skills and experience.

Contact us

Contact us on 07909 000127 or 0116 207 8979

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