

## Mentoring

This is an English transcript of the Auslan video: <http://www.deafconnected.com.au/mentors/>

**JC: What is a mentor?**

**SL:** A mentor is someone who helps you to learn and grow, or points you in the right direction. They can be a family member, a friend, someone you know through other people, or someone you meet through work or study.

**SL: What is a mentee?**

**JC:** A mentee is someone who is working or studying and they have goals they want to achieve, but they are not sure about how to do that. A mentee is the person who asks others for help to achieve these goals.

**JC: What should you expect from meeting with a mentor?**

**SL:** Firstly, as a mentee, you need to know what it is you want to achieve. Suppose you want to study. You could ask a few people who have done similar study about their experience. They may also be able to give you suggestions for other people you could talk to, or which courses might find best for you. Alternatively, if you want to get a qualification in a specific field, they may be able to suggest other people who have some experienced in that field who can also help you achieve your goals.

**SL: How do you approach a mentor?**

**JC:** There are two formal and informal pathways for finding a mentor. Some workplaces, TAFEs and universities have formal mentor programs available. That means they can help you to find a mentor. But you can also find a mentor informally, through your friends. You may find someone who shares similar interests, who can help you with information or advice.

**JC: Informal or formal mentoring – how do you decide which is best for you?**

**SL:** If you are in an organisation like a workplace, a TAFE or a university, and there is a mentor program available, they may have guidelines for people looking for a mentor or maybe even a mentor co-ordinator to help manage the process. This is good for you as it means you could be introduced to someone you do not already know, who you may never meet otherwise. So this is good for new opportunities and networks.

Informal mentoring could be good if you already know someone yourself, or through a friend, who you would like to become your mentor. You can therefore approach this person yourself and start a conversation with them.

Either way, you will need to organise and agree on when and how often you will meet. You can contact them by SMS or talk about this face to face.

**JC: Great, so now you have a mentor. What do you need to do next?**

**JC:** First, you both need to agree on how you will contact each other. For example, by text or email.

You also need to prepare yourself with a list of things to talk to your mentor about. You could even let your mentor know this list in advance.

It is also useful to know how to best contact your mentor to change an appointment if an emergency pops ups or how to contact them if you really need to get in touch.

**JC: What can you share in a mentoring discussion?**

**SL:** Mentees can explain to the mentor what they are doing, for example, a project they are working on. The mentor can then share their thoughts or suggestions for that project. Alternatively, a mentor can share something about their experience with a different project, which might be useful for the mentee in the future.

**SL: Can a mentee become a mentor?**

**JC:** When you feel confident, and you have developed the skills and knowledge required in your field, then you can share that experience with other people. That means other people who are deaf or hard of hearing can benefit. It also helps your field to grow.

**JC: If you have a mentor for your studies, can you also have a mentor at work?**

**SL:** It does not matter if you have a mentor for your work, your study or your life in general. The aim of mentoring is all about helping you to develop your skills and knowledge. There is another great video about finding a mentoring in the workplace by Rebecca Adam. It's worth having a look at the video.