

# HOW MENTORING WORKS

MENTORING CAN BE ACCOMPLISHED IN A VARIETY OF WAYS INCLUDING, BUT NOT LIMITED TO THESE FIVE TYPES

## Group Mentoring

This form of mentorship involves one mentor who assumes a leadership role with a group of up to four mentees and makes a commitment to meet with the group over a long period of time. This interaction takes on the form of a guided session structure which may involve personal sharing, teaching exercises or may simply be for fun.

## Team Mentoring

Team mentoring involves the participation of several mentors partaking in activities with small groups of mentees, with an adult ratio no greater than the one to four.

## Transition Mentors

In the Transition Mentor relationship, the mentee has an opportunity to interact and receive support and encouragement from an upperclassmen peer, also known as a Transition Mentor. Transition Mentors are able to provide additional social and recreational assistance and serve as positive role models to their mentees in an educational setting. This relationship usually requires that the Transition Mentor and mentee meet frequently throughout the semester or school year.

## E-Mentoring

The e-mentoring relationship consists of one mentor and mentee who communicate via internet at least once per week in a period ranging from six months to a year. This style of mentoring can require two to three face meetings, one of which is usually a kick-off event. Mentors in this regard often serve as a guide for school or career related activities and information.

## One-On-One Mentoring

One-on-One mentoring is the traditional form of mentoring relationship in which one mentor is placed with a mentee who meet regularly per month for at least a school year. The mentor in this relationship provides valuable information regarding academic and career related possibilities and guides the mentee in regards to questions and concerns they may have. The following information provides a more in depth look at one-on-one mentoring.