

Mentoring skills checklist

Foundation work	
Differences between mentoring, co-mentoring and group mentoring	
Functions and benefits of mentoring	
Stages of a mentoring relationship (Freeman and Egan models)	
Beginning a mentoring relationship:	
- choosing a partner/group	
- duration of the relationship	
- length of sessions	
- contract	
Possible structures for co-mentoring and group mentoring meetings	
Basic skills	
Active listening and open questions	
Rogers' Core Conditions	
Using feedback	
Further skills	
Paraphrase, summary and re-stating	
Silence	
Contrast, clarifying and making specific	
More advanced skills	
Keeping the relationship going and problem scenarios	
Challenge:	
- forms of challenge	
- using challenge effectively	
Facilitating action planning	
The end of a relationship: reviewing, summarising and looking forward	