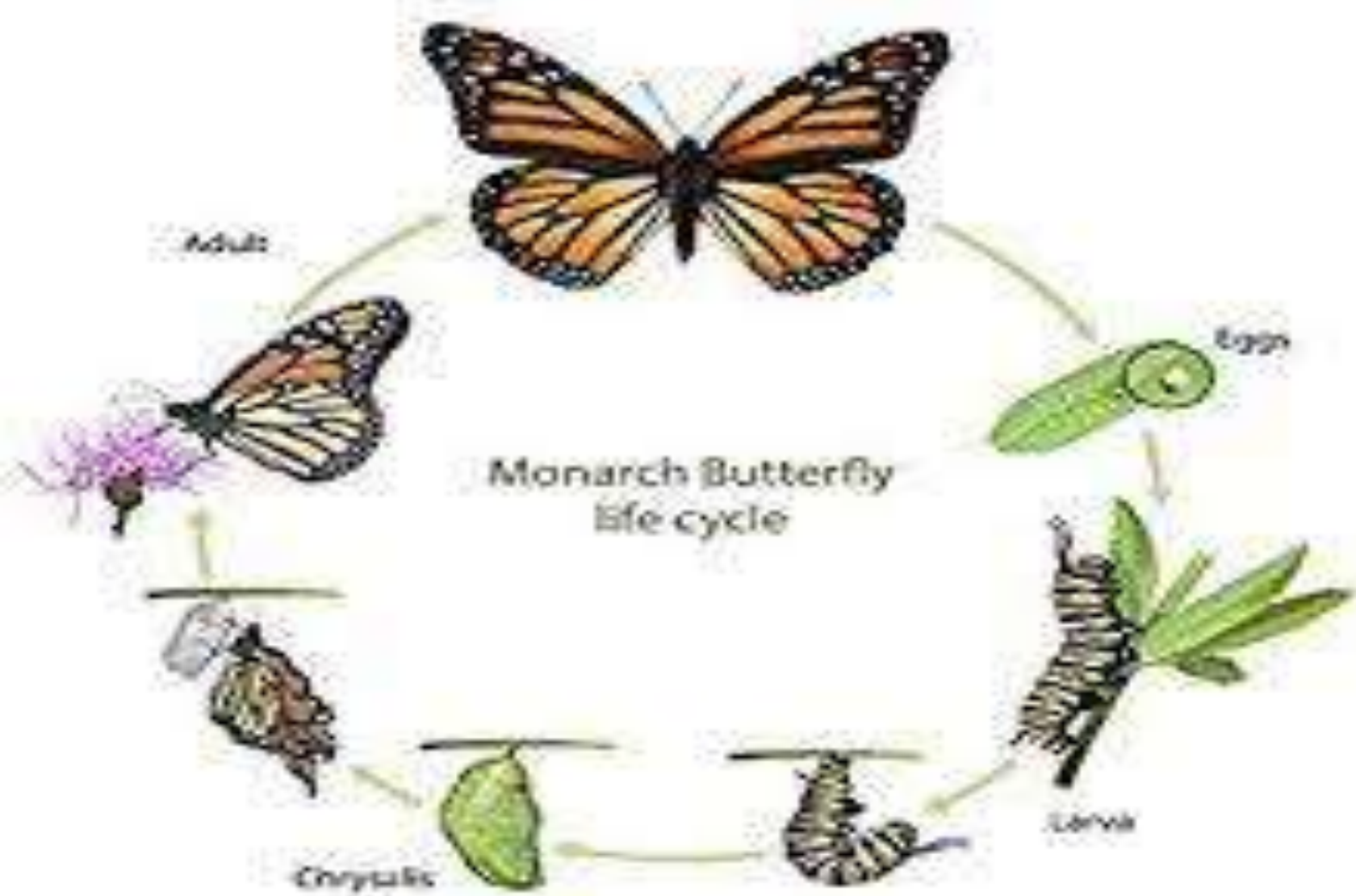


# Helping a Caterpillar to Grow as a Butterfly: Student mentoring Process

Presented by  
SHAH ALOM  
Assistant Professor  
Chhamaria Anchalik College



# What is mentoring?

- Mentoring involves pairing young people with an older peer or adult volunteer, who acts as a positive role model. In general, mentoring aims to build confidence and relationships, to develop resilience and character, or raise aspirations, rather than to develop specific academic skills or knowledge.

# Types of Mentoring

- One to one mentoring
- Group Mentoring





# Mentor Skills







## ➤ Bad Apples

- Mentors are supposed to help us grow. But there are always a few bad apples. Here's how to spot a toxic mentor that won't offer you what you're hoping for from a mentoring relationship.



# Toxic Mentor ??



# Spot a toxic mentor

- Self Focused:

A mentor that is more focused on their superiority to a mentee is not in the right mindset to guide anyone. Mentoring is about helping someone else develop their skills and abilities. It is difficult to offer guidance when you only think about yourself.

## ❖ Lack of encouragement

Toxic mentors fail to acknowledge the accomplishments of mentees. This lack of encouragement is not only disappointing but can also leave a mentee feeling disheartened about their abilities and progress.

## ❖ Unreliable

It is understandable that mentors are busy and will sometimes have to reschedule meetings, but you might be working with a toxic mentor when it becomes a habit.

## ❖ Poor listening skills

Good mentors will not need to dominate the conversation. Rather, meetings will include hearing from mentees as well as offering advice. Listening is one of the key things that you want to have in common with your mentor. Be wary of mentors who take over the conversation.

## ❖ Failure to admit weakness

One of the values of mentorship is to learn from another person's mistakes. If a mentor cannot admit they've made errors in the past, they're likely toxic.

## ❖ Lacks sense of humour

Laughing together can cultivate a strong bond between people, including mentors and mentees. Even if your mentor is more serious by nature, they should be able to smile now and again. If not, you may want to find someone else to work with.

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Thank You and  
have a great  
afternoon