

# Mentoring Outline

Steven E. Brown, Ph.D.  
Associate Professor  
Center on Disability Studies  
University of Hawai'i  
Honolulu, HI

Teaching All Students, Reaching All Learners:  
Students with Disabilities as Diverse Learners  
[www.ist.hawaii.edu](http://www.ist.hawaii.edu)

# One-On-One Mentoring

Any activity providing a mentor and their protégé, or mentee, with direct contact.

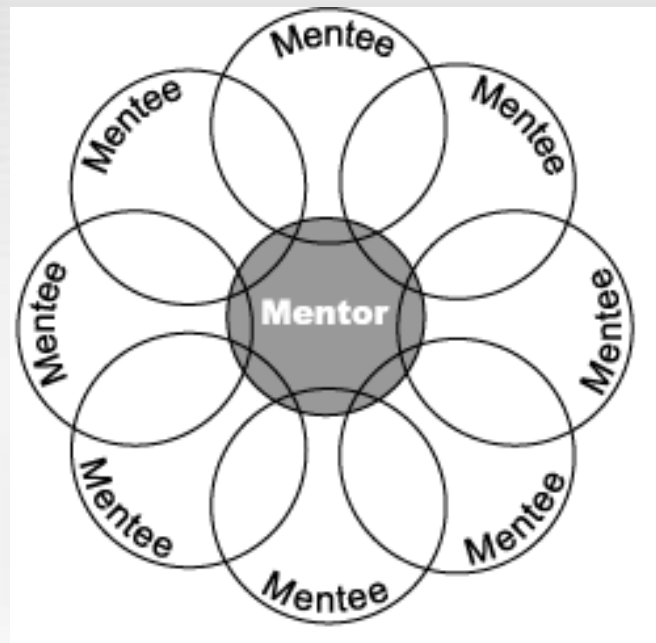
- Face-to-face meetings
- Telephone conversations
- Email
- Letters
- Text messaging



NOTE: It is frequently assumed in this situation the mentor will either be older, or more experienced, than the person they are mentoring.

# Group Mentoring

One mentor works with more than one mentee at the same time.



*Examples:*

- **Community-based mentoring:** Community-based situation, such as a volunteer setting.
- **Electronic mentoring:** E-mail, chat rooms, bulletin boards, discussion groups and other techniques of the electronic age.

# Peer Mentoring

Two people of equal status, and similar situations:

- In a work or educational setting one person mentors another in similar circumstances.
- May also apply to two individuals with disabilities. Although one person is still the mentor, the two are anticipated to share many common characteristics and experiences.



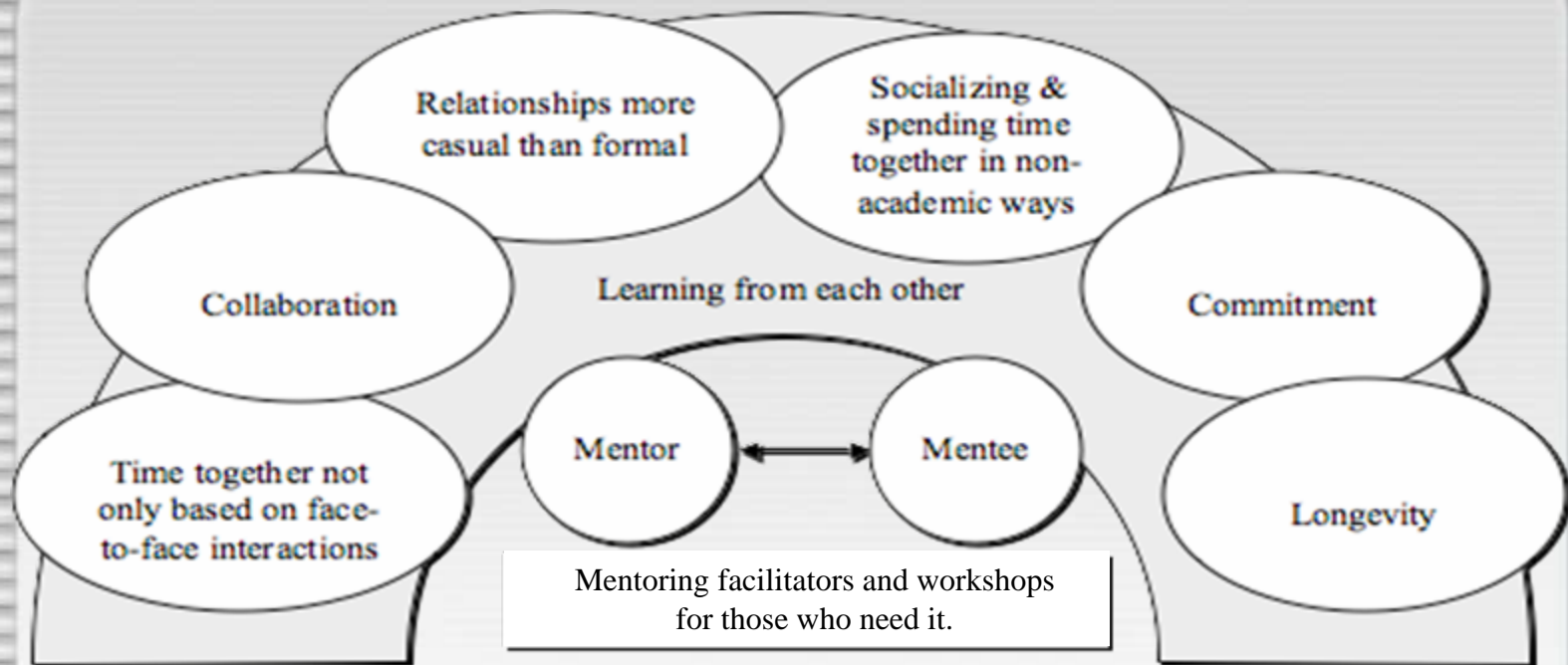
# Mentoring Definition

"Dynamic, reciprocal, long-term formal, or informal, relationship that focuses on personal and/or professional development. A mentor is a sounding board and guide. Mentors provide perspective, resources, and ask thought-provoking questions. In the ideal mentoring relationship, mentors and mentees, or protégés, learn from and teach each other." (Foster Heckman, Brown and Roberts (2007).





# Figure 1: Mentoring Model



## Mentoring Model

Mentoring is a dynamic, reciprocal, long-term formal or informal relationship that focuses on personal and/or professional development. A mentor is a sounding board and guide. Mentors provide perspectives, resources, and ask thought-provoking questions. In the ideal mentoring relationship, mentors and mentees, learn and teach each other.

# Reference:

Foster Heckman, E., Brown, S. E., and Roberts, K. D. (Fall 2007). Mentoring Partnership Project: Exploring mentoring practices for students with disabilities in postsecondary education. HEATH Resource Center *Newsletter*. George Washington University, Washington, D.C. Retrieved January 4, 2008, from <http://www.heath.gwu.edu/node/501>

# For More Information:

Steve Brown:

[sebrown@hawaii.edu](mailto:sebrown@hawaii.edu)

Mentoring Partnership Project:

<http://www.ist.hawaii.edu/mpp/>