
FACULTY MENTORING CIRCLES CONNECTIONS MENTEES' COMPETENCIES DEFINED

Receptivity

People open to receiving help signal their openness to being coached and mentored. They are willing to self-disclose, ask for help, and try new things. Receptive mentees seek feedback even when it is uncomfortable and are willing to reveal what they do not know. They initiate discussions that result in assistance and feedback and are willing to risk being vulnerable in order to reach their full potential.

Self-Management

Self-managed mentees own their own career path and their relationship with their mentor. They drive the mentoring relationship, keep their mentor informed, and seek out opportunities to use their mentor's input. They take the actions and steps necessary to get to the next level in their career rather than expecting their mentor to do it for them. Mentees who are able to understand and navigate their environment in order to seek out needed opportunities are self-managed.

Self-Awareness

Self-aware mentees realize their own strengths and weaknesses and how their actions impact others. They ask questions, view others' thoughts as valuable, examine their own ideas for flaws, and surface their assumptions. They also reflect on their own developmental needs, learn from their daily performance, and are able to listen internally to themselves about the people and environment around them. By acknowledging their own weaknesses and missteps, they demonstrate self-awareness.

Growth Focus

Growth focused mentees are open to new ideas and possibilities and take personal action to improve themselves. They also have an accurate picture of current reality and the initiative to plan and grow for the future. Mentees who actively contribute, take ownership for improving work, and apply feedback in order to become more successful are growth focused.

Resilience

Resilient mentees bounce back readily. They do not make excuses for things that go wrong, push their responsibilities off on others, or get mired in setbacks. Their resilience is supported by realistic expectations of themselves and others, and they continue to apply themselves, trying even harder, when under pressure. They push themselves to new levels in the midst of challenging situations. Resilient mentees are willing to be and stay uncomfortable, initiate and sustain difficult relationships and conversations for the sake of growth and learning.

Double-Loop Learning Focus

Mentees who utilize double-loop learning are mentees who, in the solving of one problem, always learn something about preventing similar problems from occurring. They examine how their own actions, habits, and thoughts may be contributing to problems at hand. They are concerned with their contribution to the situation, the personal patterns and themes that the contribution surfaces and why those patterns and themes are a part of their behavior. Mentees with a double-loop learning focus consistently hold a mirror up to themselves and examine the reasons for their behavior.