CoP Head Start:
A Guide to Good Mentoring

Mentors in a CoP are expected to…

- regard mentoring as a critical *responsibility* in professional work.
- provide *leadership* to sustain the community.
- provide *learning* and *emotional* support.
- foster a sense of *belonging* through regular mentoring meetings.
- share with their mentees narratives of *success* and *failure*.
- establish good *communication* with their mentees.
- facilitate good *communication* among their mentees.
- resolve *conflicts* within the community.

Stage 1: Initiation

- Show *empathy* for mentees' inexperience, incompetence and insecurities.
- Listen to mentees' *concerns* with sense and sensitivity.
- Attend to mentees' *needs* and *feelings* (which might be conveyed in facial gestures, body language and tones).

Stage 2: Consolidation

- Appreciate mentees' *abilities* and clarify *corresponding expectations*.
- Inspire mentees to acquire relevant *skills* and *knowledge* that are necessary for achieving *community goals*.
- Guide mentees to devise *solutions* to relevant challenges.
- Re-explain, re-question and re-think *coaching approaches*.

Stage 3: Construction

- Give mentees *agency* to experiment with teaching ideas and broaden their career prospects (mentoring versus lecturing/cloning).
- Develop mentees' *professional identity* as prospective teachers.
- Take pride in *accomplishment* as mentors.
- Boost mentees' *confidence* in learning and teaching.
- Establish a *collegial relationship* with mentees.
- Be *firm* when necessary but remain *supportive* and *understanding*.

Stage 4: Redefinition

- Synthesise key themes and *narratives* from mentoring experience and re-establish issues of *significance*.
- Value mentees' experiences as a source of *knowledge* for personal professional development.
- Lead mentees to move from the *periphery* of the community to its *centre*.
- Evaluate outcomes for refining mentoring *activities* to support community goals.
- Identify *directions* and *actions* for sustaining growth in the community.