



### MENTOR MENTEE POLICY

TITLE	MENTOR MENTEE POLICY		
POLICY NUMBER	02	ISSUE NUMBER	002
NUMBRR OF PAGES	04	DATE	30.12.2021
EFFECTIVE ROOM	30.12.2021	NEXT REVISION	30.12.2025

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## Mentor-Mentee policy

### Policy statement

Narayana College of Nursing follows a Mentor-Mentee System to enhance student abilities. Mentoring is very important in the success of a nursing student. The mentoring system should be interactive and target oriented, involving a rapport between the student(mentee), Faculty (Mentor) and parents (if necessary) to resolve the problems(Mental, Physical, Environmental)faced by the nursing student during the entire course of the study. Mentoring helps the students to successfully complete the course and training. They may also help nursing graduates in their placements and remain attached to their mentees throughout their career.

### OBJECTIVES:

- This policy aims to maintain and promote an environment that supports quality education and training for the institution.
- This policy applies to all the programmes offered at Narayana college of Nursing.

### PURPOSE:

- ✓ The purpose of mentoring is aimed at overall development of the student by providing step by step guidance to the students in curricular, co-curricular and extracurricular activities.
- ✓ By virtue of transparency, understanding and trust can create synergy between mentor- mentee by setting goals, decision-making, problem-solving and achieving goals. As both mentor and mentee grows with experience, this activity is enriching and satisfying for both.
- ✓ As per the vision and mission statement of the institution, it will function to ensure that students who complete the programs are well trained and possess the foundation skills and values that will enable them to attain professional competency.

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## **ACTION PLAN:**

1. During the initial meeting with the mentee, the mentor should explain how the mentor-mentee relationship will be beneficial to both by way of participation in curricular and co-curricular activities.
2. Mentor should describe his/her desire to a mentee that he/she (mentee) should prosper his interest through innovative thoughts. This will help the mentees to acquire in-depth knowledge, develop skill sets and build a network that will aid them in their chosen career path.
3. Mentors should also address their background and attempt to identify their strengths and weaknesses. This information will help to set the goal for the mentee for his/her academic activity and career.
4. After analysis of the information/feedback given by the mentee, the mentor shall guide the mentee.
5. In case a mentee is disappointed due to negative results in examinations or projects, it is the mentor's responsibility to motivate and offer proper guidance in light of their weakness.
6. Most students do not excel in all areas. It is the goal of the mentor, to identify the areas where the students struggle and help them to develop those skill sets. Mentees struggle with unique problems at times and it is very important that mentors make themselves available.
7. Mentors should hold a meeting with the mentee twice a year for updates of activity. The mentor should have access to the mentee through email and instant messenger, if they happen to be away from the office.
8. The mentor should regularly maintain this document of the activity from time to time.

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## BENEFITS:

- Enhances the student's confidence and challenges them by setting higher goals, taking risks and ultimately guiding them to achieve higher levels.
- Individual recognition and encouragement.
- Psychological support at the time of need
- Mentors act as role models and facilitate leadership by developing interpersonal skills and helping students thrive in competitive environments.
- Students get access to a support system (mentors) during the crucial stages of their academic, professional and intellectual development.
- Students get an insider's perspective on navigating their career in the right channel.
- Students get an exposure to diverse academic and professional perspectives and experiences in various fields.
- The student gets direct access to powerful resources within the profession.

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