# AHPD mentoring support

The Association of Heads of Psychology Department is keen to support our members in mentoring each other, or in seeking mentorship from people outside our network where necessary and appropriate.

**Types and benefits of mentoring**

Mentoring summarises a range of interpersonal activities where a more experienced person passes on knowledge and supports a less experienced worker. In other words, it’s a purposeful relationship to support individual growth, learning, change and development.

Such mentoring support usually has two functions:

1. Career related support, for example how to deal with challenge, acting as a ‘sponsor’ so in terms of active support, gaining visibility in the organisation and so on.
2. Psychosocial support, which are about the interpersonal aspects of the relationship to enhance people’s competence, sense of self, provide a forum for friendship and so on.

Interestingly, mentoring is not only good for those who are being mentored (although the evidence for subjective outcomes is stronger than for objective outcomes!) but also for mentors: it’s good for their job satisfaction and careers!

**When mentoring works best**

Mentoring works best where:

1. There is a good match between mentor and mentee.
2. Objectives and ways of working are clearly agreed, such as when and how often to meet.
3. Mutual expectations are made explicit.
4. There is some fluidity in the process.

Here is what we can do:

1. Put a call out through our network: who are you, what kind/ size of department do you head up currently, ideally what kind of department should your mentor be working in / have worked in, would you like to meet online or in person
2. Fund expenses for any meeting.

What we currently can’t do:

1. Help with the matching process and identify someone for you
2. Advise on how you want to set this up – your call!

**Current Mentors**

Prof Catriona Morrison -University of Law

References for follow up

Allen, T. D., Eby, L. T., Poteet, M. L., Lentz, E., & Lima, L. (2004). Career benefits associated with mentoring for protégés: A meta-analysis. *Journal of applied psychology*, *89*(1), 127.

Ghosh, R., & Reio Jr, T. G. (2013). Career benefits associated with mentoring for mentors: A meta-analysis. *Journal of Vocational Behavior*, *83*(1), 106-116.