

LUT Mentoring Programme for Doctoral Students

Guide for mentors and mentees

The Mentoring programme brings doctoral students (mentees) and more experienced professionals with doctoral degrees (mentors) together. A mentor and mentee confidentially discuss career and study related issues, in which the mentor can support and guide their mentee. Mentoring aims to help students to understand their abilities: competencies, strengths, potential and skills, and to form an identity as a highly educated professional. It may also help with the transition in the working life to professional environments different from academia. Mentoring may also help with professional networking. However, it is not a recruitment channel or a prolonged job interview. Willingness to open different discussions concerning working life and professional growth and the ability to give and get feedback enable a successful mentoring relationship.

Doctoral students who have reached the midway of their studies may apply for the programme. The mentors will be sought out especially among LUT doctoral alumni.

The core of mentoring is in several private meetings between the mentor and mentee, e.g. once or twice a month during the 7 month programme. In addition to these meetings, LUT will arrange three common meetings to all mentors and mentees; kick-off meeting, check point meeting and end of the programme meeting.

The schedule of the mentoring programme:

1. Applying for the programme by 20th Jan 2019

- mentees: <https://www.webpolsurveys.com/S/809411EB73A4A5CF.par>
- mentors: <https://www.webpolsurveys.com/S/9AC8AEDC10D5755C.par>

2. Kick-off seminar 14. Feb 13:00-16:00 at LUT

- Mentoring supports doctoral careers
- What is mentoring?
- Doctoral education now and before
- the first meeting of mentor-mentee pairs

3. Meetings between mentor and mentee

- will be agreed by mentor and mentee
- e.g. 2-3 meetings, 1-2 hours each

4. Check-point –seminar 14. May 13:00-16:00 at LUT

- modern job-hunting
- recruitment
- employment of doctors

5. Meetings between mentor and mentee

- will be agreed by mentor and mentee
- e.g. 2-3 meetings, 1-2 hours each

6. End of the programme seminar 10. Sep 2019 13:00-16:00

- The last meeting of pairs
- Feedback
- Development

The objective of the mentoring meetings is the development of professional skills in the doctoral student, as well as finding their own strengths. The other important objective is to find career paths and foster job-hunting skills, which play an important role in employment after graduation. Mentoring could also help with strengthening the professional network. However, it is not supposed to be a recruitment channel or a long job interview.

Discussions between the mentor and mentee are open and confidential, and they support the mentee in career planning and give practical hints concerning working life. Willingness to open discussions about different issues concerning working life and professional growth and the capability for giving and receiving feedback, will enable a successful mentoring relationship.

Some examples of discussion topics between mentor and mentee:

Getting to know each other and PhD related:

thesis, studies, dissertation process, personal challenges as a doctoral student, scheduling the project, lectio, press release
mentors current and previous work and studies...

Job hunting/consulting:

CV, LinkedIn profile, potential job opportunities, job application, job interview rehearsal and feedback, salaries, references

Networking: new contacts

Working life after PhD:

Challenges of the modern working life?
Work possibilities (and their demands) in general
- what kind of readiness PhD gives to these tasks?
What kind of difficulties did the mentor face after their PhD?
Meeting in the mentor's work place, typical workday
Discussions about academic world
Doctor working in industry
Issues related to Finnish/international work culture

Mentor

Mentors are experienced professionals with doctoral degrees and several years of working experience. They may work in a company or an organization outside academia. Often they are LUT alumni, and graduated from the same discipline with their mentee.

The role of a mentor is to discuss with their mentee student about the issues that the mentee is interested in, and share their own experiences. Sometimes it is difficult for a student to understand and identify their potential and abilities. A mentor may help a mentee to form their own strengths and the kinds of possibilities they might lead to. Especially if a student will, after graduation, work outside academia, it is important to review which skills are needed in other working environments. The mentor may act as a tutor, a teacher, a guide or a critical friend willing to share their expertise and experience.

Professional growth will continue throughout the whole career. Mentor-mentee pairs may for example discuss general skills, e.g. problem solving, time management, emotional intelligence, recognizing your own feelings and different abilities and skills needed in different working positions.

Mentee

The student is called a mentee or an actor, and their needs and targets are the focus throughout the programme. A doctoral student who will defend their thesis in two years may apply to the mentoring programme. The mentee should be strongly interested in developing their career and self-development, as well as committed to the programme.

It is the mentee's duty to build and maintain an active mentoring relationship during the whole programme. The mentee is expected to show initiative, suggest meetings with a clear goal, and take care of practical arrangements. Before beginning the mentoring process, the mentee should identify their expectations and targets and discuss them with the mentor. Based on these objectives, the mentee can draft an agenda for each meeting, and reflect on their own actions and learning.

The mentee should understand that they should not expect a job offer or supervision of doctoral research from the mentor.