# Person Specification for a Mentor

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| Attribute | Essential | Desirable |
| Mentor Training | * Has completed a training course in mentoring | * Previous experience of mentoring (as a mentor or mentee) |
| Communication Skills | * Consistently good communication skills * Excellent active listening skills * Ability to establish a rapport * Able to sensitively challenge beliefs * Able to summarise and reflect back to a mentee | * Able to recognise and manage resistance and conflict |
| Attitudes | * Non-judgmental * Non-directive * Positive * Supportive * Honest * Commitment to participate fully in the mentoring relationship |  |
| Recognition of limitations | * Knows and follows confidentiality guidelines * Knows limits of confidentiality and when and how to seek guidance * Recognises when to refer Mentee on to other services | * Promotes self care * Knowledge of other support services available to trainees |
| Lifelong learning | * A reflective approach to their own practice as a clinician and as a mentor * A willingness to maintain and refresh their mentoring skills | * A desire to enhance own mentoring skills * Able to engender reflective approach in others * Role models personal development skills |
| Medical Knowledge | * Knowledge of postgraduate medical training in the UK | * Knowledge of the specific healthcare context in which the Mentee works |