# 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)
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| 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
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| Attitudes | * Non-judgmental
* Non-directive
* Positive
* Supportive
* Honest
* Commitment to participate fully in the mentoring relationship
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| 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
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| 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
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| Medical Knowledge | * Knowledge of postgraduate medical training in the UK
 | * Knowledge of the specific healthcare context in which the Mentee works
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