

Results workshop “mentoring our IPNFA-assistants”

Intro: The idea of mentoring our assistants in the future was new, also promoted by the experience that some IC-candidates failed. The aim of a personal mentor should be focused on development of professional and teaching skills and needs of assistants till their IC.

The goal of this workshop on the Instructor day was brainstorming and mind mapping in order to collect ideas of all members and take initiatives for the next meeting in Vallejo.

The workshop was done in seven groups. Each group includes a senior, several advance and basic instructors and assistants. The feedback afterwards was done by an assistant and the senior of each group.

The workshop task and plan was:

1. The senior instructor will give a general introductory about mentoring, based on the paper and summary about mentoring. All had a copy of these 2 pages. (see attachment)
2. Discuss the points and questions below. Answer the group idea.
3. Prepare a short feedback for the total group
4. Education Committee and the senior group will work out the results for next meeting.

Results of discussion points: (common opinion in yellow.)

- **Which assistant needs a mentor?**

ALL WILL GET ONE MENTOR?

YES/NO

All groups support the idea that assistants will get or can have a mentor. 2 of the groups emphasize it must be an option, not a must. Criteria are the own wish of the assistant to get a mentor and the recommendation or advice of the instructor after an assistantship of the assistant.

- **Who will and can be a mentor?**

ALL INSTRUCTORS WHO TAKE ASSISTANTS?

YES/NO

ONLY ADVANCE AND SENIORS?

YES/NO

ONLY SENIORS?

YES/NO

ONLY MENTOR CANDIDATES?

YES/NO

Most of the groups answer that only advance and senior instructors can be a mentor. One group answers that a basic instructor can be also a mentor after 10 courses and if they take assistants. One group answers that only seniors should be a mentor; but the number of

seniors is limited. Common opinion was also: only mentor candidates will be a mentor for assistants and mentor candidates need a special education/course.

- **Selection of a personal mentor:**

SELECTION BY SENIOR GROUP?	YES/NO
BY THE EDUCATION COMMITTEE	YES/NO
BY THE ASSISTANT HIMSELF?	YES/NO
MENTOR FROM SAME COUNTRY?	YES/NO let open
MENTOR FROM SAME MOTHER LANGUAGE?	YES/NO let open

Selection of a personal mentor can be by the Education Committee, but most of all groups support the idea that the assistant can select a mentor by his own.

Other group ideas:

- We can also think on offering a mentor only in special cases.
- Another idea was also to offer 2 mentors for one assistant (one from the same country).
- We need criteria for mentor candidates: a minimum experience with assistants and a common special training/education/course.
- There is need for come a special training how to guide assistants and how to mentor our assistants. This can be best done in combination with an IPNFA-meeting in the future.
- This special mentor training is best done by a professional extern person. This includes financial consequences.
- Only instructors with a mentor training should take assistants in the future.
- How is the experience in Vallejo about mentoring?
- The mentor should take also the mentee as assistant in one of his courses.
- The mentoring process: time question: minimum 2-3 years and maximum? Mentor reimbursed? Mentor visit assistant in course? Or communication just by Skype, mail or during the annual IPNFA-meeting?
- The IPNFA need a mentoring system.
- Also retired instructors can be a mentor.
- There must be a list of mentors on the IPNFA site.