

The Mentor's Guide

Five Steps to Build a Successful Mentor Program

A definitive resource that pulls together evidence from psychology, education, and organizational studies, this fully updated second edition translates research into practice and serves as a practical handbook on how to set up, run, and evaluate any mentoring program. Despite ever-growing interest, there are few helpful resources for program managers and mentoring coordinators. This book sheds needed light on mentoring behaviors, the stages of mentoring, elements of high-quality relationships, and how to recognize and avoid dysfunctional ones. Step-by-step guidance will enable readers to:

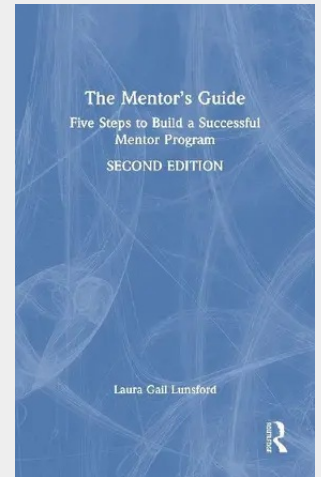
- Understand what mentoring is (and is not)
- Assess their mentoring program using a clear framework
- Work through steps to design or redesign an effective mentoring program
- Draw on real-world examples to assess and improve programs
- Benefit from all-new material for this second edition, including a chapter on e-mentoring and in-depth case studies, as well as updated information on culturally intelligent mentoring and more

If you manage or support a mentoring program, then this handbook is for you. Human resource professionals across industries will gain ideas on how to improve the efficiency and effectiveness of mentoring, while administrators in higher education will value the content on formal mentorship programs for faculty members, graduate students, and undergraduates.

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