



SAFA mentoring principles

A goal-oriented and interactive process, mentoring is an opportunity for knowledge and experience exchange between a seasoned professional and an earlier career practitioner. Mentoring is particularly useful for tacit knowledge transfer.

Our mentoring programme is based on the following principles:

Commitment. Both the mentee and mentor will need to commit to the mentoring for the full duration of the process.

Voluntary participation. Mentoring is an important and rewarding experience, and participation is completely voluntary and unpaid.

Respect. The mentee should respect the mentor and their voluntary contribution to the programme by committing to the agreed process and carefully preparing for meetings. The mentor should respect the mentee by guiding them towards their chosen goals without seeking to shape or influence them.

Confidentiality. The purpose of mentoring is to facilitate knowledge and experience exchange. This can involve the sharing of highly personal or otherwise confidential information. Building and maintaining trust within the relationship is worth the effort. Without trust, there can be no open dialogue, which is essential to successful mentoring.

Goal-oriented. You should establish a set of goals from the outset and track towards them during your meetings. Take an ambitious but flexible approach to your goals. They can be amended along the way.

Equality and equity. Mentoring is an interactive process between mentor and mentee, characterised by equality, trust, active listening and engaged participation. The mentoring relationship is a voluntary one between two equal participants. Both have an active role to play and stand to learn from the process.

SAFA