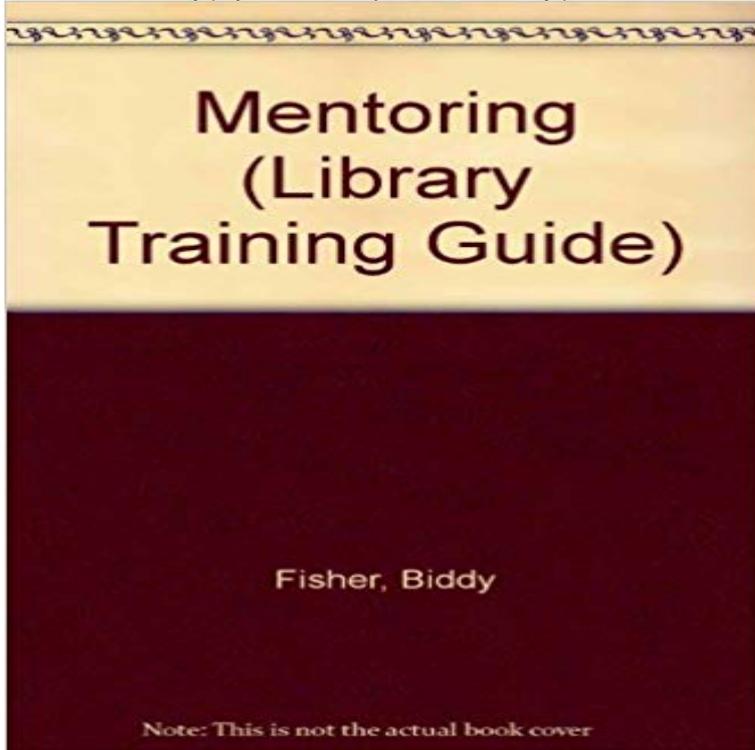# Mentoring (Library Training Guide Series)

Mentoring is usually understood to mean the sharing of wisdom and provision of advice to younger professionals and colleagues by a senior figure. It is a human resource management support system which can be beneficial to new entrants to the profession or organization, or to those in mid-career. Organizations benefit from formal mentoring schemes by increased motivation and involvement of employees. The adoption of a mentoring system will indicate a caring attitude towards employees and enable them to deal confidently and competently with situations and developments in their careers and working life. The guide shows that mentors will share common characteristics but that mentoring will be a unique expence for those concerned. Mentors must develop and practise a range of skills, and this guide expands upon the specific-skills required for a successful mentoring relationship. Emphasis is given to the experience of mentors and those mentored and, where possible, this is taken from direct experience of librarians who have taken part in mentoring. This will be a useful guide for those considering mentoring themselves or for those with responsibility for human resource development who wish to examine both sides of this beneficial relationship. Included in the guide are some answers to the question What is wrong with mentoring?, an examination of the necessary skills for mentoring, a breakdown of the benefits of mentoring to individuals and organizations and an outline of models of good practice.

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