Toward a Useful Theory of Mentoring: A Conceptual Analysis and Critique

As defined this article there are various definitions on mentoring as there is not an exact defined terms for being a mentor. Some definitions given is “A mentor is a person who oversees the career and development of another person, usually junior, through teaching, counseling, providing psychological support, protecting, and at time promoting and sponsoring. The mentor may perform any or all of the above functions during the mentor relationship” (Zey, 1984, p.7) “We conceptualized supervisory mentoring as a transformational activity involving a mutual commitment by mentor and protégé to the latter’s long-term development, as a personal, extra organizational investment in the protégé by the mentor, and as the changing of the protégé by the mentor, accomplished by the sharing of values, knowledge, experience, and so forth” (Scandura & Schriesheim, 1994, p. 1589). The is a very insightful article about “mentoring” itself; these are the top two that stood out to me the most out of all the definitions given. I enjoyed this article because it highlights the involvement between a very small group of people or between individuals where one person takes on that leader position in supporting other by sharing, transforming, and counseling the other to be successful.

I really appreciated the elaborate content and the informative read about aspects and questions there was on mentoring. It brings to our attention that mentoring is an underdeveloped leadership role/position. This article compelled to me because mentorship is a generalized term and it helped me clarify the transferring ways and guidance in which what mentorship is.

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