

Mentors and Mentees: Who Assists the Other?

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Abstract

Mentor-mentee's relationship is so vital in all fields, especially in the educational arena. The mentor is the one who plays the role of a "trainer", while the mentee is the one who receives that training and advice from an experienced one. Mentees can work alone, but if they do that under a direct supervision and guidance, they will excel in a better way. The environment in which this job is performed should be healthy and encouraging—understanding administration, cooperative colleagues, industrious learners, etc. In order for the researchers to get a clear picture of Mentor-mentee's job, they distributed a questionnaire among (20) male and female teachers in AL Dhahirah Region-Ibri- the Sultanate of Oman. All the responses were positive and recommended that there should always be training courses, meetings, sessions, and symposia regarding this matter. Discussion, recommendations, and explanation will be highlighted in detail throughout this paper.

Keywords: achievement, advisor, mentoring, performance, teacher, training, workplace

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Introduction

Academic institutions-schools, colleges, and universities- would be more productive if they follow certain criteria such as developing syllabi, conducting conferences, highlighting procedures how to move forward the academic matters focusing on quality, rather than quantity. Industrious teachers, with strong and powerful programs, can change the whole situation for the better. Moreover, mentoring-mentees' courses do play important roles in creating chances for new teachers planning to take teaching as a life-long profession. As students are the main focus in this arena, there should be field experiences that improve and strengthen their skills and cooperation between them and their teachers under the umbrella of mentors and supervisors, without overlooking the psychological and emotional states in managing all things related to future teachers. The well-being, whether academic, or personal, is highly appreciated and identified as critical and crucial, not to mention classroom management, workload for both teachers and students. Experienced teachers should have a role in attending, guiding, and

advising whoever needs advice in the academic affairs. This paper highlights the important role played by mentors toward mentees, healthy academic well-being, recommendations and possible suggestions that may help improve cooperation of all bodies concerned in academic institutions.

Study Problem

This study aims to highlight the role mentors play in training mentees. What benefit do mentees get while taking some training courses in mentorship? Are mentors always available in the workplace for guidance and assistance?

Study Objectives

- uncovering and exploring the major role(s) mentors play in keeping safe students' and mentees' performance and well-being.
- pinpointing the reasons why mentees need the assistance of the old hands—mentors.
- determining the extent and limit that would be beneficial for the workplace and the local society regarding enhancing the quality of the output of academic institutions.
- suggesting solutions to some academic problems and different points of view that may occur between mentors and mentees in the workplace.

Research Question

- Why is mentors' role important?
- Do long experience, professional and personal skills, help make brilliant mentors?

Literature Review

A mentor is someone who acts as an advisor to a less experienced individual, known as their mentee. Typically, individuals seek mentors who work in their same or desired field. The mentor helps this individual grow and develop as a professional, often offering advice based on their more advanced knowledge or experience (Birt, 2023, Para. 2).

Generally, a mentor is an experienced person who provides junior employees, known as mentees, with practical knowledge and advice. They help mentees improve their skills and become better employees in the workplace. Therefore, mentor['s] duties and responsibilities consist of providing mentees with relevant and impactful guidance and

training to improve their professional and personal development (Mentoring Complete, 2022, Para. 3).

A mentee, however, is different than the mentor; he /she is the one who receives teachings, instructions, and guidance from someone who is higher in knowledge and experience than him. “In simple terms, a mentee is the one who is being mentored in a mentor-mentee relationship. When mentoring occurs within a workplace or organization, a mentee tends to be someone in a more junior-level position” (Cook, 2022, Para. 2).

Not only do mentors offer help in the career field of mentees, but also in the personal and –to some extent- private matters. Mentors offer support to whoever needs assistance; individually, or in groups such as conducting face-to-face or online training courses. They –mentors- welcome any interested person and feel extremely happy when offering them some help. “In any mentoring relationship, regardless of the dynamic, the mentor uses their knowledge and experience to educate and offer guidance to the mentee so they can get the support they need in their career path or personal endeavors” (Cook, 2022, Para. 7).

Mentees should possess some unique characteristics in order to get the utmost benefit of any course they take. They should be enthusiastic and open to all what they encounter in the field they are interested in. Moreover; they should show their mentors that they are really interested in the material being offered and discussed.

To become a good mentee, you must be open to learning new things. You should take advantage of any learning opportunities and be open to new possibilities. You have to look at the lesson that you stand to learn with each situation (Cook, 2022, Para. 10).

Be positive. It is one of the most important characteristics that mentees should possess. Positive attitudes accompany mentees a long way once they keep asking for advice to get a sort of perfection both, personally and professionally, and have a good relation with others.

A positive attitude can go a long way if you are a mentee seeking to use the advice of your mentor to become a better person or professional. Keep in mind that your emotions and attitude project outwardly. That project will impact your relationships with others (Cook, 2022, Para. 13).

Dynamic mentees and employees do highly respect and appreciate the workplace whose employers honor, appreciate and value the growth of the employees in their companies, schools, colleges, universities, etc. “Employees appreciate workplaces that encourage development, as it can demonstrate that their employer values them and wants to see them grow” (Birt, 2023, Para. 3).

Sometimes mentees encounter certain problems in their work and normally fail to achieve their goals. It is necessary now to refer to, or consult with their mentors for help. These mentors deal with mentees in different ways: professionally and psychologically- by encouraging and instilling confidence in them.

When the mentee finds themselves struggling to perform their job or reach a goal, they can turn to their mentor for support. This encouragement can motivate them to keep moving forward despite challenges. A mentor can also identify and express their mentee's strengths to instill confidence in them. Having a strong sense of confidence can make the mentee less likely to give up on their goals (Birt, 2023, Para. 7).

From the side of mentees, and in order to get things accomplished well, they should trust their mentors, and believe that they are the proper ones who can provide them with the accurate and precise assistance. This leads to success academically, professionally, and personally, as well. "Trust represents a core element of mentoring relationships. The mentee must trust that the mentor has their best interests in mind and will provide accurate and honest guidance" (Birt, 2023, Para. 10).

Mentors are professional leaders. They usually perform their work with mentees in a direct way to increase their knowledge about a certain topic, or major with new practical skills.

A mentor is a leadership position because you work directly with someone to guide them on professional development. Through your instruction, they hopefully gain useful skills or advance their career. [Leadership skills](#) are valuable for any profession or role, so this experience proves that you can manage others effectively toward specific goals. You can use this experience to help advance your career (Birt, 2023, Para. 19).

One of the most essential roles of mentors is dealing with students, trainees, or mentees in a very flexible way. They concentrate on the emotional condition to help them overcome difficulties that may hinder their progress. "Mentors also support the student emotionally, helping them to overcome academic challenges and difficulties" ([Virtus The British Sixth Form College](#), 2023, Para. 14). Mentors, when need be, establish an ongoing sort of communication as a way of identifying their needs and strengths, in addition to points of weaknesses. "The ongoing communication between mentor and mentee allows them to identify the needs, strengths, and weaknesses of the students, giving them the opportunity to offer a 100% personalised education" (Virtus The British Sixth Form College, 2023, Para. 18).

Moreover, "Mentoring is a protected relationship which supports learning and experimentation and helps individuals develop their potential" (Centre for Higher Education Practice, (n.d), Para. 1). It really is a strong relationship between individuals and more experienced people –mentors- resulting in more benefit and more advantages and more personal development. "A mentoring relationship is one where both mentor and mentee recognize the need for personal development"([Centre for Higher Education Practice](#), (n.d), Para. 1). Mentors are the proper ones who could be summoned to solve some problems some students or mentees face. They offer advice, assistance, and information about a certain matter, or issue.

Mentors may enter a long term mentoring relationship or may be called upon to act as a one-step mentoring advice point for a specific topic. In all roles, the mentor will act as an independent source of career advice and support. Training is available for both mentors

and mentees and is strongly advised prior to entering into any form of mentoring relationship ([Centre for Higher Education Practice](#), (n.d), Para. 6).

Guidance,, coaching, giving advice in detail about some problems are considered the essence of mentors' job, not to mention feedback and sharing experience with individuals seeking for it. "The role of a mentor is to act as: " Advisor and coach: [provide advice](#), guidance, and feedback; share their experience and expertise as appropriate; act as a sounding board for ideas and action plans" (Barret, 2021, Para. 2). Fair mentors always seek confidentiality; they are trustworthy people who keep their words. Another point of successful mentors is that they give their opinion and feedback sincerely, no matter how tough and rough it is. This makes mentees take the risk and be ready to bear responsibility. "Successful mentoring is based upon trust and confidentiality" (([Centre for Higher Education Practice](#), (n.d), Para. 2).

provide the tough feedback that mentees need to hear in order to move forward; push mentees to take risks when appropriate; help mentees consider and weigh potential consequences of decisions and actions to avoid the pitfalls and predictable surprises that may occur (Barret, 2021, Para. 5).

Another role of mentors is recommending books, workshops, symposia, seminars that are useful for mentees as a good step on the way of success. "identify resources that will help mentees with personal development and growth, such as recommending books, workshops, or other learning tools; encourage mentees to join networking organizations or introduce them to new contact" (Barret, 2021, Para. 4).

Companies and organizations, whether academic or business, do get benefit from whatever mentees obtain from courses on mentorships. They are valuable assets for their workplace and companies. They are distinguished managers and leaders for the future. "Future managers not only benefit from the career advancement they receive, but the organization also receives a steady supply of new management talent" (Mentoring Complete, 2022, Para. 18).

In fact, a distinguished program on mentorship can help save one's career, especially fresh employees. It is a merit in a mentee's Curriculum Vitae that gives weight to his/her work in companies, or academic institutions. "A good mentorship program can save a new teacher's career. When a mentor-mentee relationship works, it's a lifesaver for beginners who are trying to improve their skills and learn school protocols" (Tingly, (n.d), Para. 1).

A mentor can improve a new teacher's confidence, performance, and satisfaction with their job. Research from the [U.S. Department of Education](#) shows that without a mentor, one in three new teachers will leave the profession by their fifth year. A positive mentor-mentee relationship drops that ratio to one in seven (" (Tingly, (n.d), Para. 3).

The last thing to say about mentors is that they should not follow strict orders in evaluating matters. Nonjudgmental policy is a good choice. “Mentors need to be nonjudgmental: They offer guidance, not supervision” ((Tingly, (n.d), Para. 10).

Methodology

The researchers apply the analytical approach that concentrates on getting data from a reliable and dependable source to get accurate results about the role of both mentors and mentees.

Participants

This study was applied to twenty male and female teachers in AL Dhahirah Region-Ibri. The participants are Omani and come from different regions in Oman. Their first language is Arabic, and English is the medium of instruction in classrooms. They are between 28 and 40 years of age.

Nature of Questionnaire

The questionnaire consists of (10) questions: (5) Yes/No, (5) Agree/ Disagree. This is shown in the appendix page.

Findings and Discussion

Table1

1. Mentors should focus on the psychological and emotional conditions of mentees.	Yes	No
	20	-
	100%	100%

1. mentors should focus on the psychological and emotional conditions of mentees.
20 responses

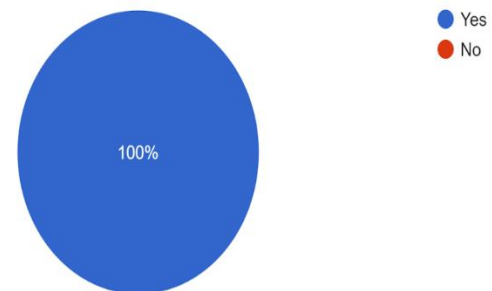


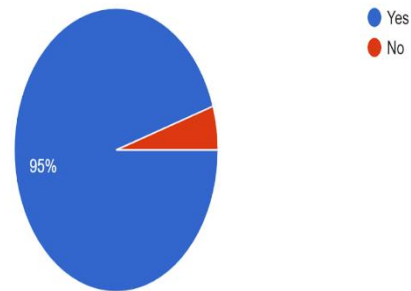
Table 1 shows that the participants (100%) agree that Mentors should focus on the psychological and emotional conditions of mentees. A mentor provides a model of behavior, values, and attitudes for those who are mentees. To increase the mentees' motivation and engagement, they must, therefore, give them focused consideration, encouragement, and support.

Table 2

3. In fact, a distinguished program on mentorship can help save one's career, especially fresh employees. It is a merit in a mentee's curriculum vitae that gives weight to his work in companies, or academic institutions.	Yes	No
	19	1
	95%	5%

3. In fact, a distinguished program on mentorship can help save one's career, especially fresh employees. It is a merit in a mentee's curriculum vitae that gives weight to his work in companies, or academic institutions.

20 responses



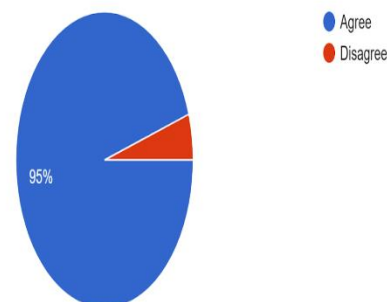
The findings indicate that most participants about (95%) believe that a distinguished program on mentorship can help save one's career, especially fresh employees. It is a merit in a mentee's Curriculum Vitae that gives weight to their work in companies, or academic institutions. Mentorship programs not only help new staff members learn from experienced colleagues, but also improve their prospects for advancement in the workplace.

Table 3

7. Mentors are professional leaders. They usually perform their work with mentees in a direct way so as to increase their knowledge about a certain topic, or major with new practical skills.	Agree	Disagree
	19	1
	95%	5%

7. Mentors are professional leaders. They usually perform their work with mentees in a direct way so as to increase their knowledge about a certain topic, or major with new practical skills.

20 responses



The findings indicate that participants- about (95%)- believe that Mentors are professional leaders. They usually perform their work with mentees in a direct way so as to increase their knowledge about a certain topic, or major with new practical skills. With advice, problem-solving assistance, and encouragement, the mentor can help the mentee succeed.

Table 4

9. Dynamic mentees and employees do highly respect and appreciate the workplaces whose employers do encourage and value the growth of the employees in their companies, schools, colleges, universities, etc.	Agree	Disagree
	19	1
	95%	5%

9. dynamic mentees and employees do highly respect and appreciate the workplaces whose employers do encourage and value the growth of the ...companies, schools, colleges, universities, etc.

20 responses

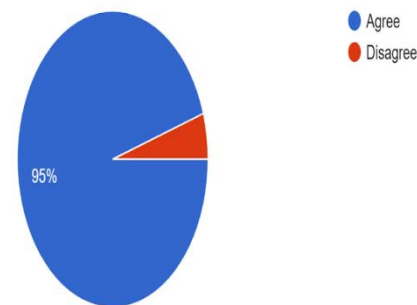


Table 4 shows that the largest group of participants- (95%)- agree that Dynamic mentees and employees do highly respect and appreciate the workplace whose employers do encourage and value the growth of the employees in their companies, schools, colleges, universities, etc.

Recommendations

- Mentors should focus on the psychological and emotional states of mentees.
- A mentor can improve mentees' confidence, performance, and self-esteem.
- Future managers can benefit from the courses they take, as well as their companies in the future.
- A positive attitude can accompany mentees life-long which will be reflected on their work and prosperity.
- In order to become an excellent mentee, one should have broadened horizons, and open to learning new and up-to-date things.

- In a healthy well-being, trust does represent a core and essential element of mentoring relationship.

-Mentors should bear in mind that one of their duties is to help mentees improve their skills, and become better employees in the local, or international workplace.

Acknowledgement

The researchers would like to thank all participants—teachers in the Ministry of Education in AL Dhahirah Region- Ibri. - the Sultanate of Oman- who participated in this questionnaire without whom things would not have come this way.

Conclusion

To conclude, this article adds clear evidence to the scholarly discourse and cooperation that once again sheds some light on the essential role of mentoring in education. The findings reinforce recent research establishing important ties and links between mentoring and the overall well-being of student teachers. By extending prior knowledge, the current findings indicate that the quality of mentor-mentee relationship is critical to mentees' capability to thrive during practical experience. As a result, this work promotes efforts to further examine the concepts, conditions, and factors regarding the quality of mentor-mentee relationships. In addition, this paper introduces clear arguments to support the work and the well-being of mentor-mentees within teacher education programs by estimating appropriate preparation and allocating the necessary resources for their work.

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Appendices

Questionnaire

Dear Participants,

The purpose of this questionnaire is to collect information for an article titled “**Mentors and Mentees: Who Assists the Other?**” This information will not be misused, and you will **NOT** be identified.

Part One

Yes/ No

1. Mentors should focus on the psychological and emotional states of mentees.

(A)Yes

(B)No

2. A mentor can improve a new teacher's confidence, performance, and satisfaction with their job.

(A)Yes

(B)No

3. In fact, a distinguished program on mentorship can help save one's career, especially fresh employees. It is a merit in a mentee's curriculum vitae that gives weight to their work in companies, or academic institutions.

(A) Yes

(B) No

4. Guidance, coaching, giving advice in detail about some problems are considered the core of mentors' job, not to mention feedback and sharing their experience with individuals seeking it.

(A)Yes

(B)No

5. Generally, a mentor is an experienced person who provides junior employees- known as mentees- with practical knowledge and advice.

(A)Yes

(B)No

Part Two**Agree / Disagree**

6. In order to become an excellent mentee, one should have broadened horizons and open to learning new and up-to-date things.

(A) Agree

(B) Disagree

7. Mentors are professional leaders. They usually perform their work with mentees in a direct way to increase their knowledge about a certain topic, or major with new practical skills.

(A) Agree

(B) Disagree

8. Mentees should possess some unique characteristics in order to get the utmost benefit from any course they take. They should be enthusiastic and open to all what they will meet in the field they are interested in.

(A) Agree

(B) Disagree

9. Dynamic mentees and employees do highly respect and appreciate the workplaces whose employers do encourage and value the growth of employees in their companies, schools, colleges, universities, etc.

(A) Agree

(B) Disagree

10. The ongoing communication between mentors and mentees allows them to identify the needs, strengths, and weaknesses of the students.

(A) Agree

(B) Disagree

About the Researchers

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