

MENTORING APPROACHES

Mentoring Approach	Description	Advantage
Group	Extend mentoring experience by reaching more mentees in a time-efficient manner. Promotes diversity of thinking, practice, and understanding. Can be centered on a book or "best practices for performance management".	Extend mentoring experience by reaching more mentees in a time-efficient manner. Promotes diversity of thinking, practice, and understanding.
Peer	Mentoring relationships within the same grade and/or job series, facilitates mutual learning, and builds a sense of community. It is not hierarchical or judgmental.	Mentees often learn better from their friends, associates, or individuals with similar backgrounds and career interests.
Reverse	Mentoring of a senior (in experience, or position level) person by a junior individual. Transfers unique knowledge sets, builds competencies, and fills skill gaps.	Creates and maintains an attitude of openness regardless of status, power, or position.
Situational	Provides the right help at the right time by a mentor when a member needs guidance, advice, or constructive criticism.	Informal mentoring that usually occurs as a short-term fix to address an immediate need.
Ad Hoc	Busy mentors assist mentees on an as needed basis. The two meet to design a custom plan for their schedule and mentoring relationship.	Opportunity to learn from leaders without a long-term commitment
Speed/Flash	A series of short mentoring engagements about specific questions where mentors meet with several mentees in time slots. Group speed/flash mentoring is where a mentor meets with a small group of mentees and then rotates to another group of mentees immediately afterwards.	Mentors and mentees connect in a meaningful, fun, and fast-paced way. A useful informal way to introduce the idea of mentoring and provide TRADOC civilian professionals with an introduction to the mentoring experience.
Supervisory	One or more mentors address a large audience of mentees. Can be facilitated group mentoring, peer-group mentoring, or team mentoring.	As mentors introduce concepts, answer questions, or relay guidance, they engage the entire group in the conversation.
Cohort	A cohort of mentor and mentee teams who meet monthly to learn from each other about specifically chosen professional development topics.	They can share knowledge and lessons learned.