

SPS mentoring scheme

What is a mentoring scheme?

It is a program that enables people to achieve their potential by establishing a work-based relationship between two parties who are not connected within a line management structure.

In essence, a successful mentoring relationship relies on two elements:

- the mentor, who is more experienced and guides the mentee towards an agreed objective that is connected to a career plan.
- the mentee, who takes primary responsibility for managing their learning with the help of the mentor.

Who can be a mentor?

Anyone with teaching, research, and academic roles, at doctoral or more senior level, is welcome to join the scheme as a mentor. We encourage both senior staff and those at an earlier career stage to join the scheme. The knowledge and experience of earlier-career researchers may be more recent and relevant for some mentees, while the expertise of senior staff may be particularly beneficial for others.

We would love to have a highly diverse group of mentors, and people who identify themselves as part of underrepresented groups are particularly welcome.

Who can be a mentee?

Any member of the Swiss Psychological Society with teaching, research, and academic roles, including PhD students and staff.

Can I be both a mentee and a mentor?

Yes, this is highly encouraged. For example, a postdoctoral researcher might benefit both from mentoring a PhD student and also from being mentored by a more senior scientist.

How can mentees benefit?

Mentees can receive advice and guidance on several work-related topics, such as shaping career direction; goal prioritisation, planning, and how to resolve issues at work; how to improve the academic CV; building confidence and leadership skills; creating networking opportunities; etc.

How can mentors benefit?

Mentors can develop their mentoring and coaching skills and gain new perspectives. On top of the personal fulfilment and satisfaction from seeing junior staff progress, mentors will be able to reflect on their own career, how they got to where they are and what they can do to continue growing.

How are mentor-mentee pairings made?

We will pair mentees with a mentor that is more senior and based in a different institution or department, to ensure no conflict of interest.

Mentoring is a voluntary scheme.

Each mentor/mentee pair will be required to agree and sign a mentoring agreement setting up mutual responsibilities and expectations. The mentor or mentee will be able to withdraw from the scheme at any point.

Timeline

We expect to launch the mentoring in January 2025. We would expect mentors and mentees to meet at least three times a year, with an initial expectation of a 12-month basis.