

MENTORING - A SOFT SKILL

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Skills -

A **skill** is the learned ability to carry out a task with pre-determined results often within a given amount of time and energy.

Skills are one of the prerequisite to get success in personal as well as professional life. We can categories skills into many categories, like hard skill, soft skill, people skill, life skill, social skill etc.

All the skills play an equal and important role in teaching. There is one unique skill which if practiced properly can convert you from an ordinary teacher to extraordinary and wanted one. If you have mastered this particular skill then you can create an aura wherever you go. It is this skill which will make you everyone's favourite and you will be the most liked person. How this skill plays a very important role in life it plays a very important role in profession also. This is a skill which everyone may not posses but everyone needs to posses. Soft skills are behaviors that must be internalized as a natural aspect of a person's repertoire of social skills and character attributes. Embedding within new workforce entrants the capacity to behave appropriately requires opportunities to experience and practice each new skill until they are well within each worker's comfort zone. Technical skills may teach one how to meet the expectations of the job, but soft skills teach one to succeed, and to exceed expectations. It is surprising that we spend our time educating almost exclusively in technical skills. Having said so much in favor of soft skills, my intention is never to demoralize the importance of technical skills. It's nearly impossible for a teacher to survive in the profession without sound technical skills. What I intend to challenge here is a popular myth: Technical skills and only technical skills make a teacher a complete professional. I firmly believe that both technical and soft skills complement each other and the balance between these two is what makes a teacher a complete professional.

Let us see what soft skills are required for teaching profession.



Out of all soft skills one soft skill which is bit challenging yet the need of the hour is Mentoring skill. **Mentorship** is a personal developmental relationship in which a more experienced or more knowledgeable person helps to guide a less experienced or less knowledgeable person. The mentor may be older or younger, but have a certain area of expertise. It is a learning and development partnership between someone with vast experience and someone who wants to learn. Mentoring is a process for the informal transmission of knowledge, social capital, and the psychosocial support perceived by the recipient as relevant to work, career, or professional development; mentoring entails informal communication, usually face-to-face and during a sustained period of time, between a person who is perceived to have greater relevant knowledge, wisdom, or experience (the mentor) and a person who is perceived to have less (the protégé).

The mediocre teacher tells. The good teacher explains. The superior teacher demonstrates. The great teacher inspires. - William Arthur Ward

Mentoring program can be conducted in following ways -

All the teacher educators can be given few students around 8 to 12 who become their mentees.

1. The teacher after that is not just a teacher but become mentor of that particular group of students and shares mentor- mentee relationship.
2. Student mentoring form is the first document which needs to be filled from the mentees which includes brief history of the mentees.

3. She maintains a record of mentees last year performance (in academics and in co- curricular activities) to check where the students lies.
4. She may conduct a meeting and finalize few things like-
 - a) Give name for the mentor group.
 - b) Set rules for the mentor group for ex, meeting ones in a day or being loyal to each other etc.
 - c) Setting targets for each group of the mentees..
5. She needs to spend more time with the students to understand them.
6. A good mentor keeps a good rapport with the parents of the mentees also.
7. She frequently talks with the students about their personal and academic life to motivate them.
8. She may sometimes can have lunch with them, go out with them to establish a bond with them.
9. Whatever and whenever competitions, activities takes place encourage each mentee to participate. A mentor needs to encourage those especially who seem to be introvert.
10. Before the exam a dose of motivation becomes the need of the hour and immediately after the exam follow up and feedback on the performance is almost essential.
11. Such procedure needs to be followed for every exam.
12. In case there is a major issue regarding any of the mentee, it needs to be diverted immediately to the counsellor and a follow up of the same also needs to be taken.
13. Throughout the year you need to struggle for your mentees and take them under your wings, give them comfort and love.

You are the second mother of your children

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