# **TALENT Peer Mentoring Scheme for Fellowship applicants (D1-3)**

## **General TALENT mentoring guidelines**

Your mentor has been asked to follow these overarching guidelines:

* Focus on positive feedback – be an encouraging critical friend
* Encourage engagement with the pedagogy
* Encourage reference to/surfacing of inclusive practice approaches within submissions
* Avoid giving opinions on probable outcomes
* As with all aspects of the TALENT scheme, all communications between you must remain confidential.

## **Process**

* Mentor names are listed on the TALENT website grouped by College and Department/Directorate (name; email address)
* Choice of mentor is made by you and is not bound by College/Department
* All mentors are ‘available’ for contact
* Mentors can, however, at any time, ask to be made ‘unavailable’ on the list or may be unable to work with you for their own reasons
* You may contact mentors with an initial request, only once you are registered with the TALENT scheme (i.e. you have attended an introductory Development workshop and have committed to submitting your fellowship application within one year).
* If the relationship is agreed, you should inform us at talent@shu.ac.uk
* For monitoring and evaluation purposes, all contacts between you will be recorded by the Mentor on the template found on the Talent website ([Forms and Templates](https://blogs.shu.ac.uk/talent/forms-and-templates/)).
* You will be asked to complete a short evaluation form once you have submitted your application for fellowship. We will use your feedback anonymously in order to improve the scheme for future participants.

## **Expectations regarding volume of communication and support**

* This should remain flexible and be agreed between you at the start.
* It is important to maintain reasonable expectations given that other support in the form of Writing Retreats, run by the TALENT scheme, remain available to you.
* Consider agreeing a maximum number and length of meetings and/or feedback provisions at the outset.
* The responsibility for requesting and organising meetings normally rests with you once the plan has been agreed.

## **Respectful engagement**

* Please remember that this is a voluntary scheme and your Mentor is being generous with their time.
* All mentors have had training and are either Senior or Principal Fellows, but they are asked not to give an opinion as to the likelihood of the success of your application.

**Please note:** no information regarding this mentoring scheme and your participation within it, will be made known to reviewers or have any bearing on the outcome of your application for fellowship.