

Mentor Mentee Strategy in Academic Success -A Review

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Abstract

Mentor Mentee is a symbiotic relationship which is aimed at advancing academic excellence and career satisfaction for both mentor mentee equally. Mentors play a vital role in providing emotional and career support thereby prominently helpful in the decision making process. They are capable of making diverse conditions for mentees which promotes the level of confidence and leadership equalities in them. Effective mentorship is one of the determinants for academic success. The mentors must be able to create a network of support for the mentees, and maintain balance to manage the stress through effective communication which will help to facilitate desirable attributes and practices. Mentors must be able to plan, organize, manage meetings and create a schedule for maximizing academic success. The significant mentor mentee relationship is often challenged by increased academic work, managing stress and multiple work at a time. The mentors act as a catalyst for advancing academic ranks, career selection, leadership roles, income and overall job satisfaction. There must be a need to cultivate an efficient mentoring relationship, chosen from the mentees perspective and propose a strategy of managing up to guide the mentees action. Positive mentor mentee relationships are pivotal for advancing academic success and career satisfaction.

Keywords : *Mentor-Mentee; steadfast relationship; collaborative alliance; effective interaction.*

Introduction

Mentoring has been defined as a part of the nurturing process in which a skilled and/or an experienced person, serves as a role model, teaches, encourages and counsels a less skilled and/or less experienced person for the purpose of promoting the latter's professional and/or personal development¹. It is mostly considered as a lifelong process particularly important for the career development in academic medicine and plays a vital role for the mentee to develop confidence in his/her own work

². They facilitate various fields of interest such as career selection, career advancement, publication productivity and achievement of grant funding³.

Mentor Mentee is a symbiotic relationship which is aimed at advancing career and career satisfaction for both the mentor mentees equally⁴. Ideally, it is classified as a dynamic collaborative, reciprocal relationship focused on a mentee's personal and professional development. Mentees benefit from various mentors in order to gain exposure to a wide variety of style, opinion and experiences⁵.

Effective mentorship is one of the determinants for academic success⁶. To enhance the development of mentorship within academic institutions and prevent deterioration of these vital relationships, it is necessary to understand the effect of mentorship on the lives of the mentor and the mentee as well⁷. However, the significant mentor mentee relationship is challenged by increased academic work, managing stress and multiple work at a time. The variables associated with this symbiotic

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relationship involves the impact on intervention of productivity and on career satisfaction⁸.

Mentors play a crucial role in facilitating the establishing the priorities of the mentees and trajectories⁹. They act as a catalyst for obtaining advancing academic ranks, career selection, leadership roles, income and overall job satisfaction. Mentors need to be approachable, accessible, altruistic, understanding, patient, honest and dedicated.

The mentees tend to develop a positive relationship with their mentors by asking support, developing resources that will refine the mentors skills. They need to be open minded and must gain the courage to ask questions openly along with the ability to manage multiple responsibilities at a time¹⁰. The aim of this review is to explore the phenomenon of an efficient mentor mentee relationship. Moreover to evaluate the prevalence of the mentorship and its effect on career development.

Characteristics of Efficient Mentorship Relationships

Mentor Mentee relationship is built on the basis of mutual respect and open communication between the mentor mentee in order to express a clear expectation of view thereby advancing academic success¹¹.

In particular, both the mentor mentee must develop passion to succeed in his/her own career. Moreover commitment, hard work and dedication plays a significant role in empowering career success and facilitating successful relationship¹². Regular contact must be maintained between the mentor mentee in order to develop trust between the mentor and mentee and evaluate their progress thereby making their mentees accountable for their actions towards their respective goals¹³. Good and efficient mentorship is vital for career success, developing leadership and communication skills.

Roles of A Mentor

Mentors play a key role in establishing connections with potential research collaborators, preparing manuscripts, presentations, academic reports, providing networking opportunities, advising on career progress and providing navigation on management on career progress and providing navigation on management of

various responsibilities at a time¹⁴. Efficient mentors tend to check the strength and weakness of the mentees along with the working on behavior, management, personal communication, professional ethics, collaborative alliance¹⁵. They facilitate guidance in decision making, thereby making a distinction between telling the mentees on what to do and help the mentee to make a decision¹⁶. Mentors balance power and develop a positive relationship between the mentees. They help the mentees to gain confidence in all the work they do¹⁷.

Impact on Personal Development and Career Guidance

Mentorship plays a vital impact on enhancing career guidance and management of personality characteristics. Mentors are capable of making diverse contributions for mentees which can help open doors to opportunity. These mentees can help open doors to opportunities. These must be a need to cultivate efficient mentoring relationships, chosen from the mentees, prospective and propose strategy of managing up to guide mentees actions¹⁸. They play a vital role in enhancing careers particularly for the medical students, fellow technicians, physicians in various other disciplines. According to the studies conducted by Wingard, it was noted that in a structured mentoring program for the junior faculty at the University of California San Diego, the program was multifaceted and included many professional development workshops, career planning, counseling sessions, formal mentoring sessions and community network building. The programs significantly increased self assessed confidence in the mentees academic roles and skills in various fields of interest such as professional development, education and administration with increase in self efficiency screen of 52%, 33% and 76% respectively¹⁹.

Effective Communication

Open communication is one of the most vital aspects in enhancing interpersonal and professional trust with the mentees²⁰. The modes of communication include verbal and non verbal cues, digital/handwritten materials of encouragement. Efficient communication facilitates supportiveness, personal engagement, well chosen words, confidence, integrity, credibility which acts as an integral part of the communication with the respective mentee²¹. The mentors must develop a habit

of efficiently listening to their mentees at all times as staying focused and being a keen listener is a key to being a successful mentor²². They need to develop the willingness to have the openness to investigate, consider multiple views of their mentees. This will help to reduce conflicts and attain a sustainable relationship²³.

The mentees must develop the habit of sharing their views openly even if it differs from the mentors point of view. This will help to improve efficient communication skill development and problem solving skills²⁴. The mentees must get acquainted with their mentors and focus on techniques towards academic success.

Collaborative Problem Solving

Stress is a main barrier that comes across the mentor mentee relationship²⁵. Therefore, it's necessary for the mentors to assist their mentees in identifying the root cause of the problem thereby helping the peers to advance problem solving skills²⁶. A study reported that mentors must focus on helping their mentees to obtain the resources, provide opportunities, protect and advise them from time to time²⁷. Some studies identified the possible failures in mentoring leading to disastrous situations between the intellectual property of the mentor and the mentee²⁸.

BARRIERS TO MENTORSHIP

Time plays a crucial role in the lives of both the mentor and the mentee. The lack of recognition is considered as a significant barrier for the mentors. Many mentors fail to take up mentoring as a profession and neglect the view of their mentees. Some reports have focused on the lack of financial incentives for mentorship has failed to bring about the outcome²⁹.

Mentees fail to establish a significant relationship with their mentors as a result they fail to express their views and don't improve their communication skills³⁰. Lack of available mentors is recognized as a crucial issue³¹.

ROLE OF MENTOR IN RESEARCH GUIDANCE

The mentors equip their mentees in providing adequate guidance for various comprehensive research studies. According to the various reviews done in the field of pharmacology, it can be comprehended that

certain novel drug options can be used to develop antihyperglycemic effects from the ethanolic leaf extract of *Caralluma fimbriata*³². The characteristic feature of cytotoxic effects of the ethanolic extract of the *Caralluma fimbriata* helps to reduce cell proliferation³³. Several reviews have proven the anti-inflammatory, antimalarial and anti-viral properties of the neem leaf, *Azadirachta indica* that is effective against various deadly disorders like hepatitis, malaria, cancer and other viral infections³⁴. The mentors assist their mentees in the development of nanotechnology thereby reducing the cytotoxicity and increasing the biocompatibility of the anti-cancer drugs³⁵. A similar study was conducted to evaluate the cytotoxic activity of the *Acacia catechu* bark against the human squamous cell carcinoma-25 to confirm the induction of apoptosis³⁶. To enhance ease of learning, mentees of the Saveetha Dental college have reported various other studies to detect the induction of the apoptosis thereby inhibiting the cancer cell proliferation in vitro and in silico using the styrene substituted biscoumarin³⁷. The mentors play a vital role in making the mentees aware about the various novel interventions using oligonucleotide based therapies in the treatment of asthma and Chronic Obstructive Pulmonary Disease (COPD)³⁸. In addition to it, they help to reinforce and increase scientific knowledge on the cytotoxic effect of the SCC-25 cells using *Acacia catechu* along with imbibed traits such as hepatoprotective, antipyretic, antidiarrheal, hypoglycemic, anti-inflammatory etc³⁹. Positive mentorship helps in undertaking various strategies to understand the role of oxidative stress for the pathogenesis of the chronic liver diseases⁴⁰. The related advancements for the treatment of the chronic liver diseases is due to the cavitation of the hepatic stellate cells⁴¹. Mentors in certain studies helped their mentees to evaluate the cytotoxic effect of syringic acid against human hepatoma HepG2 cell lines causing wide range of relief among the patients⁴². In addition to that, it was observed that the selenium nanoparticles are better as anticancer, non-toxic, and biocompatible operators than selenite and selenate compounds⁴³.

The mentors help in promoting sustainable approaches to the mentees for the biosynthesis of zinc oxide nanoparticles thereby producing anticancer and antioxidant agents⁴⁴. Similarly the silver nanoparticles (AgNPs) were produced using *Garcinia mangostana* bark for showing potential larvicidal effect⁴⁵. Various other

plants for green synthesis of silver nanoparticles include herbal plant *Cassia alata* and their antidermatophytic potential ranges are observed^{46,47}. Moreover the *Brassica oleracea* extract also facilitates the synthesis of the zinc oxide nanoparticles thereby promoting anti bacterial property⁴⁸.

Conclusion

Mentor-Mentee is a symbiotic relationship which is aimed at advancing academic excellence and career satisfaction for both the mentor-mentees equally. Positive mentors-mentee relationships are pivotal for advancing academic success. It facilitates partnership between the mentees for developing personal and professional growth. Efficient mentoring enhances trust and respect among the mentees which will help the mentees to share their information, resource by being enthusiastic, supportive along with developing collaborative problem solving skills. Mentors play a crucial role in producing network opportunities, advising on career progress and providing navigation for the mentees on management of various responsibilities at a time. Efficient mentors tend to check the strength, weakness of their mentees along with the behavior management, personal communication, collaborative alliance. They balance power and develop a positive, steadfast relationship with their mentees. Mentees must be expressive and share their point of views openly thereby develop their communication skills and manage stressful situations with confidence. Open communication is one of the most vital aspects in enhancing interpersonal and professional trust with mentees. Certain barriers to mentorship includes time, management of stress and multiple work at a time, lack of financial incentives and availability of recognized mentors. Therefore mentoring is an evolving relationship which requires time and attention to develop academic excellence. Hence sufficient awareness must be given to implement mentoring techniques for academic success and career guidance.

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