

What is mentoring?

Mentoring is:	Mentoring is not:
<ol style="list-style-type: none"> 1. A form of support for a doctoral student's academic and professional development; 2. A process based on dialogue, reflection, and the sharing of experiences, which helps in defining goals and the direction of development; 3. A relationship that allows you to benefit from the mentor's knowledge and experience; 4. Support in developing soft skills and academic skills; 5. An opportunity to broaden one's career prospects and build a professional network within the academic community; 6. A personalized process tailored to the mentee's needs and development goals. 	<ol style="list-style-type: none"> 1. Psychotherapy or any form of therapeutic support; 2. The evaluation of a doctoral dissertation, nor a formal component of doctoral education; 3. The supervisor-subordinate relationship; 4. Legal, financial, or administrative advice; 5. A guarantee that professional or organizational problems will be resolved; 6. A system for monitoring progress toward the completion of a doctoral degree; 7. Jointly carrying out the tasks specified in the research plan for the doctoral dissertation.

"Mentoring is not about doing things with you."

Mentoring is, above all, **GUIDANCE IN YOUR DEVELOPMENT**, not the joint completion of operational tasks. A mentor does not “do things with you” in the sense of carrying out your work, but helps you understand, plan, and execute tasks on your own—through questions, feedback, and by sharing their experience and perspective.

Who is a mentor?

Mentor is:	Mentor is not:
<ol style="list-style-type: none"> 1. An experienced researcher at the IO PAS who shares his or her knowledge and experience; 2. A person who supports the mentee's academic and professional development and helps them reflect on their career path; 3. A conversation partner who helps you view professional challenges and decisions from a broader perspective; 4. An inspiring individual who shares best practices for navigating the academic community; 5. A guide to help you better understand the nature of academic work and how the academic community functions. 	<ol style="list-style-type: none"> 1. Neither the supervisor of the doctoral dissertation nor a member of the committee evaluating the doctoral candidate's progress; 2. Neither the mentee's supervisor nor the person exercising professional oversight over the mentee; 3. A therapist or counselor providing therapeutic support; 4. Someone who imposes specific solutions on the mentee; 5. Support in carrying out specific tasks outlined in the research plan for the doctoral dissertation.