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Mentoring defined. A mentor is an individual with expertise who can help develop the career of a mentee. A mentor often has two primary functions for the mentee. The career-related function establishes the mentor as a coach who

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provides advice to enhance the mentee's professional performance and development.

Introduction to mentoring: A guide for mentors and mentees

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Mentoring consists of a long-term relationship focused on supporting the growth and development of the mentee.

The mentor becomes a source of wisdom, teaching, and support, but not someone who observes and advises on specific

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