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Mentoring and the Effects it has on Adult Learners in Post-Secondary Institutions

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How Peer-Mentoring Enhances the Adult Students Academic Performance in Post Secondary Institutions

Stephanie Lynn Haynes

MS in Leadership

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What is Mentoring?

- Mentoring is typically found in three different areas: workplace mentoring, higher education mentoring, and youth mentoring
- Traditional mentoring relationships hold characteristics of being dyadic, hierarchic, and face-to-face between a more experienced individual and one less experienced in a certain field.
- Crucial aspects of mentoring are grounded in leadership practices since it encourages inspiring a vision, enables others to act, as well as facilitates encouragement

The Non-traditional Student

- Non-traditional students have been defined in many different ways such as being over 25 years of age, international, single parent(s) with young dependents, commuters, or married with families.
- Non-traditional students also possess the following characteristics: delayed enrollment, enrolled part-time, self-supported, as well as working full time while enrolled. These students typically do not participate in extracurricular or social events as their traditional counterparts do.
- Non-traditional students experience significant stress while attempting to negotiate the competing demands that are the stuff of role strain. Non-traditional students' multiple responsibilities compete for their limited time, energy, and resources. Undertaking the role of student in addition to fulfilling responsibilities related to other roles increases an already heavy burden that too often results in non-traditional students not achieving their education goals.

Characteristics of Effective Mentors and Mentees

Effective Mentors:

- Prioritize the mentees best interests
- Should be honest, trustworthy, and active listeners
- Exhibit important relational characteristics such as being accessible, and able to identify and support the development of potential strengths and skills in their mentees.

Successful Mentees:

- Are open to feedback, and active listeners
- Respectful of their mentors time and input
- Take the lead and act on their mentors advice