

# Types of Mentoring

One myth surrounding mentoring is that it's a one-size-fits-all activity. However, there are many ways to engage in mentoring. It can be adapted to a variety of scenarios, cultures and resources. Here are some different ways mentoring can be practiced:

## TRADITIONAL MENTOR-MENTEE MENTORING

This is defined by a one-on-one interaction between a mentor and a mentee (or protégé). It may or may not occur through a structured mentoring program.

## MICRO-MENTORING

This is an informal mentoring opportunity where a specific topic or need is addressed over a short period of time. This could include a one-time meeting or a few meetings over a specified time frame, such as one month. Learn more about micro-mentoring in this Harvard Business Review article.

## GROUP MENTORING

This takes the one-on-one mentoring concept and moves it to a group setting. Group mentoring could include one mentor with a small group, multiple mentors with a group, or peer mentoring. Read this blog post from the Mentoring Institute at UNM to learn more about different types of group mentoring.

## REVERSE MENTORING

Pairing a less-experienced worker with a more-experience worker, with the focus on the less-experienced worker sharing knowledge such as technology or social media. Take a look at some interesting outcomes of reverse mentoring in this Forbes article.

Mentoring has changed a lot over the years and can provide many different benefits to all parties involved. Read this article on "Demystifying Mentoring" by the Harvard Business Review to further debunk common mentoring myths and to see different mentoring case studies.