

An aerial photograph of the University of Sussex campus, showing various buildings, courtyards, and green spaces. The entire image is overlaid with a semi-transparent blue filter. The text is centered over the image.

Community of Practice for Mentors

8th February 2023

US
UNIVERSITY
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What is a Community of Practice?

“A community of practice is a group of people who share a concern or passion for something they do, and learn how to do it better as they interact regularly.”

Wegner-Trainer, 2015



CoP rules of engagement



Confidentiality is key

Keep to themes rather than specifics when drawing on mentoring experiences. Mentee details to remain anonymous.



All insights valued

Mentors of all experience level are welcomed in an environment of mutual respect, sharing and support.



Support and encourage

The intention behind interactions in the Community is to boost confidence, share perspectives and build practical knowledge for members.



Suggestions welcomed

The group is as active and as energised as its members. Suggestions for improving or evolving the group are welcomed.

Session overview

- Mentoring – peer check in
- Emerging themes – group discussion
- Psychological safety in mentoring
- News and updates

How is **mentoring** going for you?

What has been surprising, challenging or is working well?

- Discuss in break out groups
- 15 minutes
- Keep discussion at the theme level; respect mentees' confidentiality

Building psychological safety and trust

Exploring Psychological Safety

“Psychological safety is being able to show and employ one's self without fear of negative consequences of self-image, status or career” (Kahn 1990)

- a shared belief that the team is safe for interpersonal risk taking: feels safe to speak up
- team members feel accepted and respected: you can be your authentic self
- nurturing learning culture: embracing failure.

How can you create **psychological safety** as a mentor?

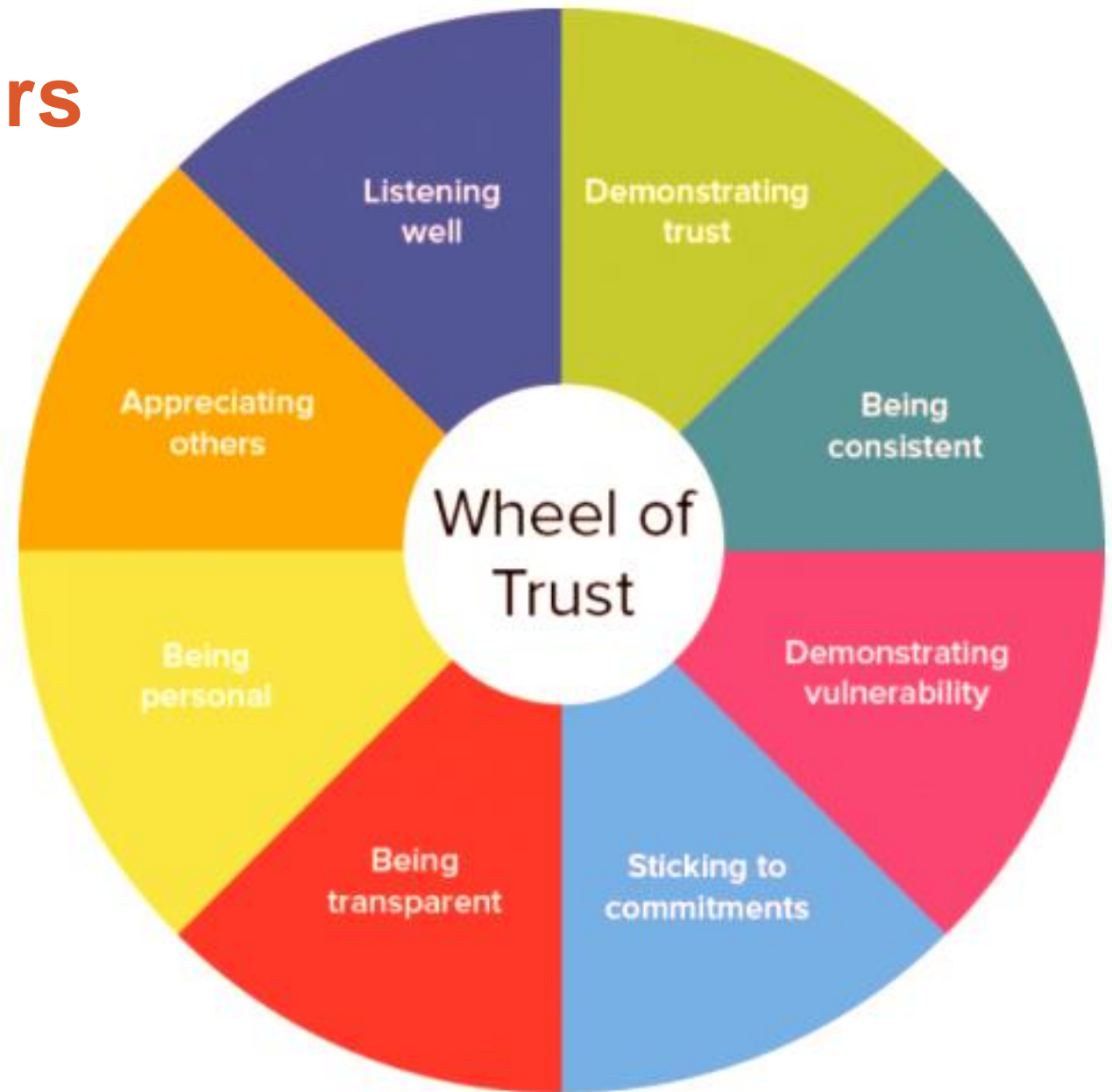
- Discuss in break out groups
- Include examples of best practise or challenges you had experienced or observed
- 20 minutes
- Nominated person to feed back to the group

Trust building behaviours

Research by Roffey Park on trust in work relationships has highlighted eight specific behaviours that tend to foster interpersonal trust.

Full report available:

<https://www.roffeypark.ac.uk/knowledge-and-learning-resources-hub/eight-behaviours-that-build-trust/>



Thank you!

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