

# **UNIVERSITY OF CANTERBURY, PSYCHOLOGY DEPARTMENT**

## **CLINICAL PSYCHOLOGY MENTORING PROGRAMME**

### **Information for Students & Mentors**

#### **What is the purpose of the mentoring programme?**

To enhance the professional development of clinical psychology students through an association with a more experienced clinical psychologist.

#### **What are the potential benefits for the student?**

Enhancing the student's sense of competence, identity, and work-role effectiveness through role modeling, acceptance, confirmation, and mutuality (Kram, 1985).  
Continuity of a relationship over the duration of the students training in the clinical programme.

Assisting in development of a long term perspective; seeing beyond 'this year' or 'this exam' to longer term professional and personal goals.

Encouraging lifestyle balance, and self care.

Empowering students to bring up issues with the programme and their supervisors when necessary.

Sharing knowledge of the psychological community; e.g. networking, linking with other psychologists with special interests in common with the student.

Providing the student with an opportunity to hear about the personal aspects of the mentor's professional life and professional challenges that have been faced. This would provide a model of how to both integrate and separate the personal and professional roles.

#### **What are the potential benefits for the mentor?**

Contribution to the development of the profession.

Professional stimulation.

Contributing to the mentor's own professional development and career advancement (it is hoped mentoring may be recognized by professional development programmes).

University Library access.

Access to training opportunities offered by the Department of Psychology

An opportunity for professional networking within mentor group.

#### **Mentoring is not:**

A replacement for clinical supervision.

Evaluative in nature.

Involving direct client work (observing either party with clients).

An advocating role (e.g. a mentor will not act as a referee).

Mediation.  
Personal therapy.

### **What are the requirements to be a mentor?**

A current Annual Practicing Certificate as a Registered Psychologist, Clinical Scope.

A minimum of three years experience as a registered clinical psychologist.

Eligibility for full membership of the NZCCP.

At least one year of working within New Zealand.

Currently participating in clinical supervision.

Willing to commit to a minimum of 3 years as a mentor

### **What are the responsibilities of the mentoring relationship?**

To abide by the Code of Ethics for Psychologists working in Aotearoa / New Zealand 2002, and relevant legislation (including the HPCA Act, 2003) .

To establish a clear written contract with the student (template will be provided by the Clinical Programme). This will be specific to both party's needs, and mutually agreed upon.

To maintain the confidentiality within the mentoring relationship unless there are safety and / or competence issues.

To limit dual relationships and manage any potential conflicts of interests.

To address difficulties within the mentoring relationship.

### **What are the responsibilities of the mentor?**

To utilize the coordinating mentor as a conduit for questions to the clinical programme in order to preserve the anonymity of the student.

To attend meetings with other mentors and mentoring training organized by the clinical programme (to be advised but potentially only once a year).

To be compassionate and supportive.

To prepare for mentoring sessions and meet time commitments.

To advise the Clinical Programme of any upheld or outstanding formal complaints against the mentor.

To be available for a minimum of three meetings per year and on occasion, beyond this.

### **What are the responsibilities of the student?**

To be open, honest and reflective.

To prepare for mentoring sessions and meet time commitments.

To initiate meetings with mentor a minimum of three times a year.

To address difficulties within the mentoring relationship.

### **What is the role of the Clinical Psychology Programme?**

The Clinical Educator responsible for community placements in the Clinical Psychology Programme, will take the key role of coordinating and managing the mentoring programme.

To provide mentoring training and support e.g. contract templates, conflict resolution process.

Facilitate access to university library for mentors.

The Clinical Educator will be available for questions from mentors via the Coordinating mentor that is appointed (to protect confidentiality of student).

## **How will the process of mentoring generally work?**

The Clinical Psychology programme will invite expressions of interest from potential mentors within the clinical community.

Application to be a mentor received by Clinical Educator

Application reviewed to ensure requirements met.

Mentors provide a brief biography to be distributed to the students by the Clinical Educator.

Students provided with Mentor biographies, information about the mentoring process and how to choose a mentor during orientation week.

Students introduced to potential mentors during a meeting facilitated by the Clinical Educator.

Student to contact mentor to arrange an initial meeting.

Mentor and student have an initial meeting to determine if mentoring relationship is to continue, and if so a contract is signed, including goals and aims.

If that relationship is not to continue, the student arranges to meet with another mentor.

Mentor advises Clinical Educator when they are no longer available for additional students. The Clinical Educator will then notify the students.

Meet for minimum of 3 times per year over duration of student's time in programme

The Clinical Educator checks with the mentor that the student has attended a minimum of one session by mid year and 3 sessions by the end of each year. No other information about the student is sought or gathered.

Clinical Educator collects a rating scale evaluation from each student at the end of the mentoring relationship which is then shared with the mentor.

The Clinical Educator evaluates the mentoring programme.

Please note that 2008 is the first year the mentoring programme is to be trialed. It is expected that this will be an evolving process, and feedback is welcome.

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