Mentee FAQs

What is the difference between coaching and mentoring?

While coaching and mentoring provide guidance to its recipients, there are some key differences. Coaching tends to be more task-oriented and focused on specific learning paths, while mentoring emphasises long term development through a supportive relationship. Coaching can follow a set structure and process, while mentoring is more learner led, with the mentor using lived experience to help the mentee navigate their career path.

What is the time commitment?

Mentoring sessions will be arranged at a mutually agreed time so can be flexible around diary commitments. However, we would expect any participant to be able to commit a minimum of one hour per month. This will vary depending on the objectives of each mentoring relationship.

How long does each Mentoring partnership last?

The duration of the Mentoring cycle is very flexible and should be mutually agreed with your mentor during your first session together. For this pilot British Dressage will fund up to a maximum of 4 sessions for each mentee.

What kinds of goals can be met by participating in a Mentoring scheme?

Our Mentoring scheme aims to support the professional or personal development of anybody involved in our sport. This includes any member of British Dressage, as well as those who are involved in any part of our workforce such as judges and coaches. This also includes any professional within the equine industry who is seeking some further guidance to develop their career in their chosen field. We can match mentees up with mentors who have lived experience of judge and coach education, transition routes, finance, law, business development and more. The broad range of experience between our mentors means that guidance can be tailored to the mentee's development.

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How much does it cost?

If you have been selected as a mentee for the pilot programme, or if you have been identified as a mentee by BD for any other reason the first 4 sessions will be free of charge. If you would like to continue with your mentor following your initial 4 sessions, or if you have approached your mentor independently then there will be a charge. In this case you will agree a fee with your mentor and pay it directly to them.

What is the procedure for being matched with a mentor?

Once we have identified your individual areas for development as a mentee, we select a mentor who has the most experience in these areas. If at any time you do not feel the partnership is working, you can let us know and we can match you with another appropriate mentor if we are able to.

How are mentors selected and what is their motivation for participating?

All of our mentors have been recruited based on their interests, experience and skillset in their respective specialities. They all possess a genuine interest in the opportunity to give something back into the sport by utilising their experience to provide guidance to others. In some cases, mentoring may also help with their own development through personal reflection, networking and relevant qualifications.

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