

The Differences Between 1:1 and Group Mentoring Sessions

Group mentoring is different from 1:1 mentoring - each has its own nuances and processes.

The key differences between group mentoring and 1:1 mentoring are:

Group Mentoring

- * Uses conference call account of the facilitator
- * Develops a group together
- * Less personal for participants (benefits introverts)
- * Topic based / agenda
- * Limited confidentiality
- * Participants learn from each other
- * Structured demands on time
- * Scheduling can be difficult to coordinate
- * Need to manage group dynamics
- * Possible to support many mentees at once
- * Suitable for senior mentors
- * Propensity to grow networks
- * Group tasks and research

1:1 Mentoring

- * Focused on individual development
- * Personal constructive feedback
- * Development goals are focused
- * Confidential
- * Two-way only
- * Expertise from mentor to mentee only
- * Flexible demand on time
- * Scheduling is easier
- * Personal dynamic between two individuals
- * No competition with other mentees
- * Limited networking
- * Individual goals

