

# MENTORSHIP CONSTELLATIONS



Mentoring is often seen as a partnership between an experienced mentor and a novice mentee that receives advice. However, there can be a network of mentors that resembles more of a constellation of support around a mentee rather than a single line of support from only one mentor. Within such a constellation, a mentee is encouraged to develop diverse relationships with multiple mentors (stars) who are interested and engaged in advancing the individual's career.

Research has found that mentoring constellations help improve the mentoring experience and are connected to career satisfaction. Researchers have identified five constellation points and also outlined how to identify mentors and draw support at each vantage spot within the constellation.\*



## Constellation in which stars are fixed.

- As the mentoring constellation develops, stars are fixed through mentoring conversations, ground rules, and the development of mentoring relationships.
- Who or what is “fixed” in your mentoring relationships?



## Constellation in which stars move across the night sky.

- Within this constellation, mentors are not static, and location is not an impediment to mentoring. There is a commitment to communicate, to meet at professional conferences, and to offer support from a distance.
- Who or what might change within your mentoring relationships?



## Constellation in which each star is unique.

- Each scholar brings their unique personality, expertise, strengths, interactions, and values that strengthen the group dynamics and make the constellation effective.
- What is unique about each of your mentoring relationships?



## Constellation in which each star contributes in different ways.

- Roles, responsibilities, shared leadership, engagement, collaboration, and reciprocal mentoring are established yet flexibility is respected and adjustments are expected.
- How can your mentors contribute different talents, perspectives, and knowledge?



## Constellation in which observers draw lines between the stars.

- One mentoring relationship leads to another through networking. The constellation grows, and relationships that include trust, sharing of skills, and collaborations develop.
- How can your mentors help you strategically enhance your network?

**What opportunity exists to form meaningful, supportive, and impactful constellations for you?**

\*Research

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