

Early Career Framework

Module Five - Balancing support and challenge

Mentor training

Mentor seminar

In this training seminar, mentors will explore how challenge and support can enable and hinder your ECTs to grow, depending on the balance struck. Mentors will consider how to manage difficult conversation and the ladder of inference to equip them with managing to avert judgementoring. Mentors will focus on a scenario in the seminar and apply best practice to ensure that they can enable their ECT to grow and develop.

Mentor self-directed study (optional)

In this optional self-directed study session mentors can consider how research can support mentors and their ECTs by considering how to select high-quality research. Mentors will read a research article on [Judgementoring and how to avert it](#) (Hobson, 2016) and will respond to focused questions.