

## 2nd International Academic Conference on Teaching, Learning and Education

# Mentoring as Motivational Tool to Develop a Professional Career

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### Abstract

Mentoring is becoming an increasingly efficient tool to help students to develop a career, and to help professionals to improve their own. Mentoring as a discipline incorporates features such as: Motivation, Expectation, Knowledge, Humbleness, Enthusiasm, Commitment, Willingness, Experience, Adequate Skills (regarding the working area), Adequate Training, Personal Skills, among others.

Nowadays, Mentoring, is becoming a crescent area of interest in Europe and shall be used in universities, even if as a specialized subject, to provide orientation, advice, guidance, help and even hope to the students who are studying in a specific area and want to try a career in that same area of studies, and to professionals who are working in a specific area/company and want to try a different pathway or to give a 360-degree turn to their life.

Therefore, and as a very effective and powerful tool, mentoring improves motivation and motivation helps/improves a career.

Mentoring should be adopted to transform the minds of the students and to show them they are good enough, important for the future and that they can (and will) become excellent and committed professionals if they have the right orientation and motivation.

These same professionals will pass a message to others in the future and that is when we will know that our efforts now will be fruitful in the future.

**MOTIVATION:** Motivation a central feature of Mentoring which 99% of the recently graduated students do not possess at all, but they would love to. Motivation, as it is, has the advantages:



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motivation improves persistence and effort; motivation improves initiative; improves cognitive processing skills and motivation improves overall performance.

With persistence, effort, initiative, specific skills and an adequate performance, these students/professionals would have the will and the strength to start a career/make a change in a career. Unfortunately, however, these features are lacked and were not adequately developed during their studies and this is a barrier to develop themselves as persons and as committed professionals.

**Mentoring + Motivation = Success:** This is the formula to start or change a career and this formula shall be (and will be for sure) used in Universities, Companies, Schools, and in Life to find a better pathway to a much desired success.

**Keywords:** Mentoring, Career, Orientation, Talent Development, Life-change