

## Introduction

“Mentoring” is a modern word that describes an integral part of the tradition of yoga throughout history. It includes the guidance given between teacher and trainee or student, as well as the ongoing professional and personal guidance necessary for all yoga teachers, at all levels of seniority and experience, as part of the continuing journey of yoga.

Although mentoring is not a requirement of ongoing membership of Yoga Australia, we recognise the importance of mentoring in yoga and encourage members to become involved in mentoring at all levels of membership, seniority and experience in yoga – both by being a mentor and by being mentored.

However, for those who have spent less than 12 months training to become a yoga teacher, there is a membership requirement to enter into a formal mentoring arrangement with a senior teacher to bring the length of time spent under supervision and in training, up to the minimum of 12 months. A more senior teacher refers generally to a Level 3 Yoga Australia registered teacher. However a Level 1 or 2 registered teacher with an appropriate background may be approved by the Yoga Australia Committee.

This mentoring involves undertaking regular (at least once weekly) supervised teacher training with your mentor. The mentoring can be structured in a way to best suit both you and your mentor, e.g.: teaching as a trainee teacher under supervision, assisting the teacher in class, or one-to-one professional consultation with your mentor.

Yoga Australia strongly recommends that a formal mentoring structure is agreed between the mentor and mentee right from the start of the process, with clear aims, expectations and responsibilities. Good records of all mentoring hours must also be kept. To this end, a sample mentoring agreement is attached which you can modify to suit your situation.

At the conclusion of the mentoring period, your mentor should provide you with a letter or other documentation confirming the length and nature of the mentoring process.

## Mentoring in Teacher Training Courses

Yoga Australia recommends mentoring as part of all yoga teacher training courses; however, it is not a formal requirement for registration of a teacher training course by Yoga Australia except for courses running for less than 12 months.

## Continuing Professional Development (CPD)

Mentoring can be an important part of professional development. For this reason, Yoga Australia allows the time spent being mentored to be counted as Continuing Professional Development (CPD). However, being a mentor does not earn CPD points as this is similar to time spent teaching. Of course, mentoring records must be kept in order to claim hours of being mentored as CPD. For the purposes of CPD, a mentor can be a Yoga Australia registered teacher or another senior teacher who may not be Yoga Australia registered.

# Mentoring Guidelines

## Sample Mentoring Agreement

*Please modify as required to suit your needs*

This mentoring agreement relates to the yoga teacher training / professional development of:

\_\_\_\_\_ (mentee)  
*(name, qualifications, affiliations of person to be supervised)*

under the supervision of:

\_\_\_\_\_ (mentor)  
*(name, qualifications, affiliation of supervisor)*

### Aims and Objectives

- > To promote mentee’s professional/personal development
  - > To promote the welfare of students taught by mentee
  - > To fulfill the 12 months’ training requirement for YA membership
  - > \_\_\_\_\_
  - > \_\_\_\_\_
- (these are just examples, please add, amend or delete as applicable)*

### Supervision Commitment

Mentee agrees to:

\_\_\_\_\_  
 \_\_\_\_\_  
*(at least 1 hour each week is suggested)*

Comprising of the following activities:

- > Teaching as a trainee teacher under supervision
  - > Assisting the teacher in class
  - > One-to-one professional consultation
  - > \_\_\_\_\_
  - > \_\_\_\_\_
- (above are several examples, please add, amend or delete as applicable)*

### Roles and Responsibilities

Of mentor:

- To encourage mentee’s ongoing professional/personal development
- To challenge mentee to validate approach and techniques used
- To monitor basic micro-skills
- To offer alternative approaches for the mentee
- To intervene where student/client welfare may be at risk
- To ensure ethical guidelines and standards are maintained
- \_\_\_\_\_
- \_\_\_\_\_

*(please add, amend or delete examples as applicable)*

# Mentoring Guidelines

## Sample Mentoring Agreement

*Please modify as required to suit your needs*

### Roles and Responsibilities

Of mentee:

- > To pay mentor for his/her services
- > To be punctual in attending mentoring sessions
- > To uphold ethical guidelines and professional standards
- > To de-identify student/client cases and written notes before discussing them with mentor
- > To be open to change and consideration of alternative methods of practice
- > \_\_\_\_\_
- > \_\_\_\_\_

*(please add, amend or delete examples as applicable)*

This agreement is subject to written amendment or termination at any time by either mentor or mentee.

We agree, to the best of our ability to uphold the guidelines described in this mentoring agreement and to manage the mentoring relationship and process according to the ethical principles of Yoga Australia.

\_\_\_\_\_  
*Mentor signature*

\_\_\_\_\_  
*Mentee signature*

**At the completion of the mentoring process, the mentor should provide a statement confirming the length and nature of the mentoring process, as follows:**

I certify that the mentee has successfully completed \_\_\_\_\_ months of mentoring as described in this agreement.

Additional comments:

\_\_\_\_\_  
*Mentor signature*

\_\_\_\_\_  
*Date*

# Mentoring Guidelines

## Sample record of mentoring hours

*This table is an example, please add, amend or delete as applicable.*

Your name:

*Mentor / mentee (delete as applicable)*

Other person's name:

*Mentor / mentee (delete as applicable)*

Date / Time	Hours / Minutes	Activities/duties	Notes <i>(Activities, what you learnt etc)</i>