

## **Types of Mentoring:**

### **Formal:**

Formal mentoring is defined as an organizationally established and sponsored developmental relationship with a more senior mentor that includes a deliberate pairing or matching of mentor and mentee for the purpose of sharing organizational knowledge and advancing the mentee's career for a specified time.

### **Informal:**

In contrast, informal mentoring is a self-initiated mentoring relationship in which the mentor or mentee choose to develop a mentoring relationship outside of a formally established program or organization.

### **Reverse mentoring:**

This process is when a more senior and older nurse leader is paired with a younger mentor to learn cross generational experiences such as technology and social media tools and strategies.

### **Peer mentoring:**

This process is when the mentee and mentor are peers.

### **Speed mentoring:**

Is typically a networking event where the mentee may meet a number of potential mentors, similar to speed dating.