IDHA Mentoring and Coaching Programme

Criteria

Mentor/Coach Criteria

To become an IDHA Mentor/Coach, applicants should:

- Be a current IDHA member in good standing.
- Demonstrate professionalism and ethical practice.
- Have relevant clinical and/or professional experience.
- Be committed to supporting the development of others.
- Demonstrate excellent communication and active listening skills.
- Maintain confidentiality and professional boundaries.
- Be willing to use both mentoring and coaching approaches appropriately.
- Commit to attending agreed meetings and any mentor development or induction provided by IDHA.

Mentee/Coachee Criteria

To participate in the programme, applicants should:

- Be an IDHA member (or meet any eligibility requirements set by IDHA).
- Be committed to their personal and professional development.
- Be willing to set goals and actively participate in the mentoring and coaching process.
- Attend agreed meetings and communicate any changes in advance.
- Be open to feedback, reflection and self-development.
- Respect confidentiality and professional boundaries.
- Take responsibility for implementing agreed actions between sessions.

Success Criteria

A successful mentoring and coaching partnership should demonstrate:

- Mutual trust and respect.
- Open and honest communication.
- Confidentiality maintained throughout the relationship.
- Clear goals established and reviewed.
- Active participation from both Mentor/Coach and Mentee/Coachee.
- Reflection on learning and progress.
- Increased confidence, knowledge, professional skills or career development.
- Completion of an evaluation at the end of the programme to support continuous improvement.

Professional Standards

All participants agree to:

- Uphold the IDHA Code of Professional Conduct.
- Practise with integrity, respect and inclusivity.
- Recognise the limits of the mentoring and coaching relationship and signpost to other support where appropriate.
- Declare any conflicts of interest.
- Maintain appropriate professional boundaries throughout the programme.