

### **Be a Mentor Not a Tor-Mentor**

We all keep saying, and indeed, it is true, the young are the future. They have to be because generations come and go; and those that were young yesterday ultimately find themselves as captains of industries, heads of parastatals and in positions of increasing power and importance in all spheres of life. However, what do we do to ensure that the next generation is fully prepared for the business of leading the charge in the future. We need to mould them into the people we will be proud of in the future. Moulding refers to the act of strongly influencing the development of someone's character, opinions, and behaviour. This is most easily done when you mentor them. The person who provides mentorship is referred to as the mentor or can often be likened to a coach. The person who receives the mentorship being provided is the mentee or protégé(e).

While many talk a big game when it comes to mentoring, not everyone actually mentors' others. Mentorship has nothing to do with age, gender or position. It is about having what someone else needs and being able to help them achieve it. Mentoring is a relationship between two people with the goal of professional and personal development. It is (or should be) a mutually beneficial partnership with both partners gaining something tangible and/or intangible from the relationship. While the mentee gains experience and guidance, the mentor helps to develop his/her leadership capabilities, communication skills and emotional intelligence. The goal of mentorship is not for the mentor to give the mentee money, although there may be times when financial support is appropriate. Nor is it for the mentor to have someone constantly available to run errands, even if occasional assistance may be warranted. Mentorship in its most basic form is a learning and development partnership between someone with vast experience and someone who wants to learn. The Manchester Metropolitan University says "Mentoring is essentially about helping people to develop more effectively. It is a relationship designed to build confidence and support the mentee, so they are able to take control of their own development and work". The Oxford Dictionary describes a mentor, as an "experienced and trusted adviser". Some of the roles a mentor plays in the life of a mentee include: provision of information, insights and knowledge, actively listening, providing advise on career advancement, asking questions that will help the mentee better understand him/her self, the situation or problem, offering advice and different perspectives,

providing support and encouragement, being a sounding board and critical friend. Critically, mentors help mentees identify areas for development in themselves and their work.

If, and when, a mentoring relationship is not building the mentee up but is rather pulling him down and damaging him, then the mentor has become a tormentor. Nobody wants or needs that. A tormentor is not someone anyone wants to be around and certainly not someone anyone can learn from. Sometimes, it can be really easy to slide into being a tormentor. When a mentor forgets that the mentoring relationship is ultimately not about him, but about building the protégé into the best version of himself, a tormenting relationship ensues. Then the errands outrun the learning opportunities, and the critiques become criticisms; no longer constructive but destructive. Let us all watch out that we continue to be mentors not tormentors of the next generation.

I warmly welcome you to the 14<sup>th</sup> edition of our journal. In the time we have been gone, we have been exposed to some editorial masterclasses which we are working on to help enhance the contributions and productivity of our editorial teams. We are also working on migrating JBSPR from being hosted externally to being hosted within the University of Lagos web environment. All of these will be finalized as we finish this year, hopefully after the 15<sup>th</sup> edition is published. With this edition, we have assigned digital object identifiers (doi) to all editions including the Special Supplement on COVID-19 which was somehow forgotten before.

For this first edition of the year as is our custom, we take the opportunity to appreciate the great work our reviewers are doing to ensure we publish high quality content. While many of the authors are able to scale the high standards, there have been a few manuscripts that had to be dropped and we continue to expect these authors to take these critiques as platforms to appraise both their writing and their research so they can learn and move forward to a brighter outcome. For all our reviewers, please accept our shout-out and applause for the great work and support for our journal. The list of reviewers follows immediately after the editorial.

Along with the changes that are coming, we will be seeking special supplements anchored by members of our editorial board. The topic will be as selected by the chosen guest editor for the supplement per time and he/she will be responsible for ensuring peer review of the articles submitted under that supplement. We believe this will be a way to keep JBSPR both interesting and stimulating not only to would-be authors and researchers but also to the editorial board members who have vast experience to share with us all.

Permit me to again remind us all that in addition to the usual manuscripts for publication, we look forward to other publications including reviews, editorials on topics interesting in research,

academia or healthcare, letters to the editor, responses or comments on the editorials and other write-ups. All of these different types of publications can all be sent through the journal email using the type of publication as the subject of the email.

I welcome you warmly to this edition and look forward to receiving your manuscript shortly.

Thank you and have a great day.

**SIGNED**



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