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Effective Mentorship as a catalyst for student growth: Addressing Psychological shifts and Development

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Abstract

The students' psychology changes constantly under the influence of various factors, such as the students' age, social environment, and personal history. Instructors need to understand these developments in order to give the best possible advice to students. In modern world, it is even more important as the students are facing many psychological and emotional challenges like worry, stress, depression, career related issues, social pressure, mental strain and other things. This paper makes a strong case for mentors adopting a growth mindset and being open to receiving advice from their mentees. The authors suggest that these goals can be achieved by mentors through focusing on the students, listening to them, giving feedback, and prompting self-reflection. The authors recommend that mentors build strong relationships with their mentees and create a safe and supportive environment in which open discussion can occur. Mentors should also help their mentees to develop self-awareness, self-control and other key life skills. It offers insightful information on how mentors can foster a supportive learning environment, adjust to changing student psychology, and effectively assist their mentees in reaching their objectives.

Keywords: Mentoring, Students changing psychology, Stages of Psychological Development, Techniques.

Introduction

Students' psychology changes over time and mentors and instructors need to be aware of these changes. They are in a position to give pupils the right direction and support. Mentoring is about building a relationship between mentor and student based on trust, respect and communication. This relationship, however, can only be of use, if the mentor knows the student's psyche and gives the right advice.

Mentoring

Mentoring is a relationship in which a more experienced person (mentor) supports, helps and advises a less experienced person (mentee) in a certain area or field of expertise. The mentor is a trusted advisor who assists the mentee to grow and develop in their personal and professional lives through a long-term, one-on-one relationship based on mutual trust, respect and open communication.

Mentor

A mentor is a person who has more experience and gives advice, support and help to a person with less experience in a particular career or area of expertise. The mentor cultivates the mentee's development through trust, respect and open communication so the mentee can reach his or her full potential.

The mentor provides valuable advice, guidance, encouragement, motivation, and constructive feedback to help the mentee achieve goals. Mentors are trustworthy and committed to helping mentees achieve goals. Mentors should take pride in their work, leading to better results. He is patient and empathetic, helping mentees develop strategies. The mentor respects the mentee's individuality, ideas, and opinions. Mentor committed to helping mentee achieve goals. Mentors should be non-judgmental to build trust between mentor and mentee.

Mentee

A person who receives direction, assistance, and advice from a more seasoned professional in a specific subject or area of competence is known as a mentee. The less experienced mentee needs the mentor's assistance to strengthen their abilities as a whole. Mutual trust, respect, and open communication characterize the connection between a mentor and a mentee.

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Mentoring should motivate mentees to act on knowledge. A good mentee must be able to commit enough time to make mentoring worthwhile. Positive people are more fun to mentor and produce better results. Mentors should respect their mentees and appreciate their time and value. A student who is willing to learn will achieve more. Mentees should be honest and open to sharing their problems. A good mentee is open to feedback and helps them become better. Mentors should be able to communicate with their mentees effectively.

Need to Understand Students' Changing Psychology

Mentoring can be a powerful tool for both professional and personal growth and is a part of everyone's life. It can alter the trajectory of a person's life." If the mentor knows about the psychological changes happening in students, he or she can better communicate with them. They can adapt their communications to the needs and preferences of the pupils that will develop trust and understanding. Students may also face more difficulties and anxieties, especially psychological changes, such as increased anxiety or mental health issues. Mentors who are aware of what is happening in students' psychology can identify the signs of discomfort early on and offer the appropriate assistance. This could have resulted in better mental health among students.

Students are more likely to stay motivated and engaged when they feel heard and supported. When mentors are aware of the changes in students' psychology, they can create effective, interesting and relevant learning experiences. Staying motivated and

focused on their studies will make students more academically successful.

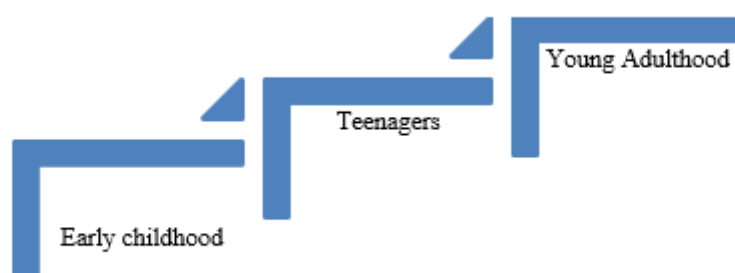
Mentors can help their charges better understand the changing psychology in order to interact with the students more effectively. Mentors can enhance the mentoring experience for themselves and their mentees by being aware of and responsive to the needs of the student.

Every student has a different psychology. Knowing these differences can help mentors customize the educational experience for each individual. Mentors can help students reach their full potential by tailoring instruction to each student's needs. Everyone has a unique psychology so the mentors can make the learning experience familiar to each student by considering these features. Mentors can assist students in reaching their full potential by adjusting the teaching methods to the requirements of each student. In today's fast-changing world, students need to be able to adapt and bounce back. Mentors can provide students with a range of skills, such as critical thinking, problem-solving and resilience, that can help them to be more resilient and prepared for future challenges.

Students can monitor and regulate their learning with metacognitive skills. Mentors can help students develop these skills by offering guidance on self-reflection, self-evaluation and self-correction.

It is important to develop resilience in students as they encounter new challenges and stressors. Mentors who understand how their students' psychology changes can help them learn coping mechanisms that will serve them well for the rest of their lives. This includes things like self-talk, mindfulness and social support.

Stages of Psychological Development



The three stages of psychological development of students are early childhood, adolescence and young adulthood. If you understand these stages and respond to their needs, mentoring can be more effective.

Early childhood

Young children are highly dependent on their caregivers for guidance and emotional support. They are also greatly influenced by their social surroundings, which include their family, friends, and teachers. Mentors must therefore establish a close bond with the youngster and provide a supportive and caring environment. Effective mentoring techniques

for this period include setting clear boundaries, praising others, and actively listening.

Teenagers

During adolescence, students undergo significant physical and psychological changes. They become more independent and begin to develop their own identities. However, they may also experience self-doubt, anxiety, and uncertainty. Mentors should give a safe, accepting space for teenagers to explore their emotions and ideas. Effective mentoring strategies at this level include encouraging self-reflection, providing constructive criticism, and helping students identify goals and priorities.

Young Adulthood:

Early Adulthood:

As they enter adulthood, young individuals must overcome new challenges like making a professional decision and achieving financial independence. Mentors should help young people develop their decision-making skills and provide guidance on career possibilities and life objectives. Effective mentoring techniques at this level include offering career counselling, helping students build professional networks, and offering emotional support.

Significant Shifts in Students' Psychology and Some Successful Mentoring Strategies

The world is changing at the same rate as the pupils. People's perspectives, thoughts, and understanding of the world have drastically changed in the last few years. Mentors must therefore understand how students' psychology is evolving in order to adjust their methods and offer better support. This research demonstrates several notable changes in student psychology along with useful mentoring techniques:

Natives of the Digital Age

Today's students are digital natives, having grown up in the era of technology. They are accustomed to being online all the time and having easy access to information. This has led to shorter attention spans and dissatisfaction with traditional instructional methods. In order to improve their instruction and make it more engaging and dynamic, mentors must employ technology. Learning can be enhanced by online resources, tests, and gamification techniques.

Focus on empathy

Social justice and empathy are major concerns for the younger generation. They are more interested in learning about different racial, traditional, and gender groupings. As a result, mentors need to be more conscious of these issues. Creating an environment where children may openly express themselves and their beliefs without fear of bias or condemnation is crucial.

Awareness of Mental Health

Opportunities

Mental wellbeing is another important aspect of student psychology that needs to be taken into account. There is a lot of demand on today's students to achieve academic, social, and personal success. Anxiety, hopelessness, and exhaustion are common problems among students. Mentors need to be aware of these issues and ready to offer guidance and support as required. Promoting physical activity, mindfulness practices, and relaxation methods can help lower stress and anxiety.

Personalized Learning

One-size-fits-all teaching methods are unsuitable for today's students. Learning needs, interests, and learning styles are all unique to each individual. Mentors must customize the learning process to each student's needs. By completing tests, providing comments, and creating personalized learning plans, students can realize their full potential.

Promote Problem-Solving and Critical Thinking

Mentors can help students develop their critical thinking and problem-solving skills by assigning challenging homework assignments and projects that foster cognitive growth.

Offer Feedback and Constructive Criticism

Students may be inspired to think more deeply about their work and identify areas that require improvement if they receive constructive criticism and remarks. Mentors should provide students with feedback that is relevant, helpful, and focused on their development.

Opportunities and Challenges

Mentors are essential in helping students navigate various stages of their lives. However, since every student is different and may have various wants and viewpoints, mentors may find it difficult to grasp how students' psychology is developing. Mentors are crucial for supporting and guiding students as they transition through different phases of life. However, because each student is unique and may have different needs and viewpoints, mentors may find it challenging to comprehend the changing psychology of their charges.



Mentors have some options to take advantage to comprehend how students' psychology is evolving:

Building trust: A strong mentor-mentee connection built on trust can provide students with a safe space to communicate their emotions. This could help the mentor better understand the student's mentality.

Active listening: Mentors who carefully listen to their mentees and show empathy for them are able to recognize subtle indicators of shifts in their behavioral patterns or cognitive processes.

Personal development: Mentors who take the effort to understand their students' changing psychology may discover more about themselves, their biases, and their assumptions, which will lead to personal development.

Innovation: Knowing how students' psychology is changing could inspire mentors to develop innovative mentoring techniques and approaches that work in a range of contexts.

Improved student outcomes: By knowing how each student's psychology is changing, mentors may better meet their individual requirements, which can improve academic achievement and overall success.

Encouraging self-reflection: By asking insightful questions and encouraging students to think back on their experiences, mentors can gain a deeper understanding of their mentees' motivations and challenges.

Challenges

Despite these possibilities, mentors nevertheless confront several difficulties in adjusting to students' shifting psychological needs. These difficulties include:

Time constraint: It might be challenging for mentors to develop a thorough grasp of their mentees' shifting psyche because they frequently have little opportunity to communicate with them.

Lack of training: It may be difficult for many mentors to recognize and manage complicated mental health concerns that some students may be suffering because many mentors may not have obtained formal training in psychology.

Diverse student populations: Because students come from such diverse cultural, linguistic, and socioeconomic backgrounds, it can be challenging for mentors to comprehend and meet each student's specific requirements.

Communication barriers: If students view their mentors as authoritative figures, they may not always feel comfortable discussing their thoughts and feelings with them.

Ethics: Building close, trustworthy connections with students is necessary for mentors to understand the evolving psychological makeup of their charges, which can give rise to questions of propriety about personal and professional limits.

Limited research: Despite the significance of comprehending the evolving psychology of students, there is only a small amount of research in this field, which might make it difficult for mentors to acquire the most recent and efficient methods.

Effects in the absence of mentoring

Lack of mentoring can have a variety of detrimental repercussions on people and organizations. Without the assistance of a mentor, new employees may take longer to become productive. This may slow down the onboarding process, cause delays in finishing duties, and make the new employee and their boss frustrated.

Employees may have few prospects for career development and growth within the company without the assistance of a mentor. This may cause them to lose motivation and feel as though their jobs are stagnating. Employees who feel ignored and undervalued by the organization are more prone to get disengaged from their work, which lowers morale. This can result in lower output, more absenteeism, and a greater turnover rate.

Mentoring is a successful method of passing on information and experience to newer employees. Without mentorship, the company would find it difficult to hold into its collective wisdom and expertise, which could lead to lower-quality work and more mistakes. By giving underrepresented groups access to mentors who can assist them in navigating the organization and advancing in their careers, mentoring may also play a crucial role in promoting diversity and inclusion. Without mentorship, it might be difficult for the company to find and keep a diverse workforce.

Without mentorship, staff members could not have access to the feedback and assistance they need to improve their performance. As a result, they may feel unclear about their duties at work, become frustrated, and ultimately have less job satisfaction. Mentoring can give staff members networking chances that can assist them connect with peers and possible sponsors or mentors. Employees risk missing out on these important networking opportunities without mentoring. Organizational future leaders must be developed through mentoring. Without mentoring, the organization can find it difficult to identify and cultivate future leaders, which might result in a lack of continuity and a leadership gap when important figures in the organization depart.

Ways of mentoring

They can be classified as either formal or informal mentoring.

Formal mentoring is the most common type of mentoring at work. Mentors and mentees meet regularly for mentoring sessions over a defined period of time. A formal program is orderly, well-structured, and consistent with the organization's aims and objectives. The beneficial relationships you'll create outside of formal workplace efforts or programs are referred to as informal mentoring. These could be individuals you meet through your network who mentor you or offer career advice.

Mentoring Techniques

To overcome these challenges, mentors can employ a range of strategies, including active listening, empathy, and encouraging introspection. Mentors can also work closely with mental health professionals

and pursue training in mental health awareness to ensure that the kids receive the necessary support. Numerous mentoring techniques can help children grow both academically and personally. Among the most widely used techniques are:

One-to-one mentoring:

One-to-one mentoring is the traditional approach of mentoring, where a mentor works closely with a single student to provide tailored guidance and support. One-on-one mentoring can be very successful since it allows the mentor to tailor their approach to the learner's unique needs and preferences.

Mentoring in groups:

Group mentoring is the practice of providing guidance and assistance to a small group of pupils. This could be a helpful tactic for creating a friendly classroom where students can engage with one another, exchange information, and get mentoring.

Mentoring by peers:

Putting together groups of students with similar experiences or backgrounds is known as peer mentorship. In addition to providing guidance and support based on their personal experiences, peer mentors can serve as role models for their peers.

Mentoring online:

Online mentoring uses technology such as email, instant chat, and videoconferencing to support mentorship. Online mentoring may be particularly beneficial for students who are unable to meet with a mentor in person because of scheduling conflicts or geographical limitations.

Mentoring in life skills:

Giving students guidance and support for their personal growth is the essence of life skills mentoring. This could be giving advice on communication strategies, stress reduction, or interpersonal relationships.

Mentoring that is hybrid:

Hybrid mentoring is the use of many mentoring methodologies to assist pupils. For example, a mentor may combine online, group, and one-on-one mentoring to provide students with a comprehensive support system.

Culturally sensitive mentoring:

Culturally sensitive mentoring entails understanding the student's cultural background and experiences and utilizing that knowledge to guide mentoring techniques. This type of mentoring can be quite beneficial for kids from different backgrounds since it promotes cultural safety and respect.

Mentoring based on strengths:

Strengths-based mentoring seeks to identify and develop a student's strengths and talents rather than focusing only on their weaknesses or areas for improvement. This tactic can help students reach their full potential by increasing their confidence and sense of self-worth.

Mentoring with an emphasis on solutions:

Working with students to solve problems is a key component of mentoring that is solution-focused. This approach can be very helpful for students who are struggling with their schoolwork or other aspects of their lives since it provides them with the strategies and resources, they need to overcome obstacles and achieve their goals.

Mentoring for development:

The goal of developmental mentoring is to support students as they move through different stages of development from early adolescence to early adulthood. This type of mentoring considers the evolving needs and experiences of students as they progress through their academic journey while offering guidance and support to help them successfully traverse each step of their academic journey.

Mentoring in reverse:

In reverse mentoring, pupils are partnered with mentors who are younger or less experienced than them. Students who wish to work in fields like technology or social media, where younger generations have more experience, may find this approach particularly helpful.

The learner's needs and preferences will determine the best mentoring approach. Every mentoring method has advantages and disadvantages of its own. By being informed of the several types of mentoring approaches that are available, mentors can choose the one that best fits the student's needs and provides the most effective support.

Conclusion:

This paper concludes that the understanding of students' changing psychology is essential for effective mentorship. Students' psychological development occurs in three stages: early childhood, adolescence, and early adulthood. To assist students in overcoming the challenges they face, different mentoring techniques are required for every stage. By providing guidance and support, mentors can help students reach their greatest potential.

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