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According to Dr. Mark Briffa and Professor Bob Elwood, hermit crabs show interesting behaviors when changing from one shell to another; they will put their claws into a new shell to try to gauge the size and they will also pull sea anemones that have attached themselves to the crab's old "home" (shell) off and attach them to the new shell. Mentorship is a relationship in which a more experienced or more knowledgeable person helps to guide a less experienced or less knowledgeable person. The mentor may be older or younger than the person being mentored, but he or she must have a certain area of expertise. It is a learning and development partnership between someone with vast experience and someone who wants to learn. The 82 Percent Problem. In its 2015 Answers Issue, Time Magazine cited a study that states 82 percent of recent college alumni said they cheated in some way during their undergrad days. 82 percent?! Turnitin solutions promote academic integrity, streamline grading and feedback, deter plagiarism, and improve student outcomes.