



Volunteering S.A. Inc.

Introduction to Mentoring

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Government of South Australia
Office for Volunteers

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Objectives

- To understand the role, purpose and function of a mentor
- To identify the skills necessary to undertake this role successfully
- To establish the basic foundations for a successful mentor-mentee relationship
- To identify the benefits and limits of mentoring
- To consider challenges and logistics of mentoring

What we will do

Outline mentoring techniques

Assist you in dealing with mentee expectations

Consider the context for mentor and mentee

When to go and not to go the “extra mile”

What is mentoring?

Tell the group about someone who has inspired you to shift the direction of your life in a constructive way.

Tell the group about someone who has provided something to help you grow in depth of feeling, character, or moral or ethical integrity, or who has helped you develop a deeper commitment to your values.

Tell the group about someone who has provided some form of help to you at just the right time.

Tell the group about an experience where you reached out to another person who was deeply in need, and your help appeared to make a beneficial difference to that person.

Depending on the size of the group – divide them up to cover these 4 questions – either in pairs or one group each taking one or two questions. These questions are also available on slips in the trainers pack if people want to move out of the room and go to another place to have this discussion

Why are you here?

Have you ever had a mentor?

Personal Qualities

Using the slips of paper with the individual qualities listed give each small group enough for everyone to have 2 or 3 of the same qualities should they wish to use them. This is activity 2

Getting Started

Do you know the purpose of the mentoring program?

Have you identified the qualities you will bring to the mentoring relationship?

Have you decided what you are prepared to give in time and self to the mentoring relationship?

Do you have a clear picture of what it means to be a mentor?

Mentees will be asked the same questions

First Meeting Agenda

- ✓ Establish rapport
- ✓ Get to know the person
- ✓ Cultural and values understanding
- ✓ Risk Management
- ✓ Confidentiality, duty of care
- ✓ Perceptions of Mentoring
- ✓ Mentor – strengths and what you are bringing to the relationship
- ✓ Mentee – purpose, expectations and needs
- ✓ Decide – do you both want to go on?
- ✓ Negotiate a mentoring agreement
- ✓ Review of meeting and establish what happens next

7 Types of Mentor Assistance

Helping a person shift her or his mental context

Listening when the mentee has a problem

Effectively confronting negative intentions or behaviours

Delegating authority or giving permission

Encouraging exploration of options

Providing appropriate information when needed

Identifying mentee feelings and checking out if accurate

Functions of a Mentor

Sponsorship

Coaching

Consulting

Counsellor

Tips for Mentors

Listening – active, feelings, motivations

Negatives – giving advice, criticising, rescuing

Evaluation

**Please complete an evaluation form and leave
it with the trainer before you leave**

😊 THANK YOU 😊



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