

## **Being a Mentor: The Basics**

### **What is a Mentor?**

Someone who develops a positive relationship with a young person to help them achieve their full potential and make a successful transition to adulthood by becoming an autonomous individual.

### **How to be a Mentor...**

- Be a positive role model, who a Mentee can look up to, value and admire.
- Offer support to a young person through an on-going, one-to-one relationship.
- Listen and be there in times of need – discuss any issues or difficulties.
- Build the relationship by planning and participating in activities together.
- Build self-esteem and motivation – spot potential and capabilities.
- Help set goals and work toward accomplishing them.
- Be a coach/teacher – help them develop new skills.
- Help Mentee reflect on decisions and develop a maturity in their outlook.
- Help Mentee develop new ideas – challenge their opinions and beliefs.

### **What Qualities Should a Mentor have?**

- Good listener – able to build rapport with a young person.
- Empathic – put yourself in a young person's shoes and see their perspective.
- Encouraging and supportive – be enthusiastic about new opportunities.
- Patient and flexible – to meet the young person's needs.
- Non-judgemental – tolerant and respectful of individual differences.
- Reliable – must be able to meet every week and be on time.
- Creative – explore new ways of solving problems and dealing with situations.

### **What Commitments does a Mentor make?**

- To mentor a young person for at least six months.
- To meet with your mentee on a one-to-one basis for at least 1 hour per week.
- To communicate with your mentee on a weekly basis to arrange meetings, and with the Mentoring Co-ordinator for weekly supervision.
- To attend Mentor support groups and Mentor/Mentee social events.
- To attend all training sessions – both initial and additional training.
- To attend all monthly group supervision sessions throughout the programme.
- To complete all necessary paperwork and keep records up to date.

### **How Do You Become a Mentor?**

- Application, interview and successful completion of training – 6 x 3½ hour sessions one evening a week.