

Elevate Her UK

Mentoring Guide



WHY SHOULD I GET A MENTOR?

Reduce depression

Someone understanding to talk to

Guidance with making life decisions

Get support with services needed to improve your quality of life

Set and achieve goals

Build confidence, identify skills and talent

A **Mentor** is someone that you can trust to guide you. Our mentors have been through various life experiences and have the knowledge to steer you in the right direction.

Mentoring is a structured and trusting relationship that brings young people together with caring individuals who offer guidance, support and encouragement aimed at developing the competence and character of the mentee.

A **Mentee** is the service user.

Everyone has a different experience in life so mentoring sessions will vary however we have created a brief guide for you to follow to ensure a successful outcome.

STAGE 1 BUILDING TRUST

The beginning stage is about building a foundation of trust and respect by getting to know each other. Be patient and take time to find common interests.

A clarification of roles from both parties and identifying the purpose of the mentoring sessions is necessary.

The goal at this stage is to establish a positive personal relationship. Get acquainted and connect.

A mentoring agreement must be signed by both parties at the start of the first session.

STAGE 2 EXPLORING GROWTH OPPORTUNITIES

In this stage both the mentor and mentee are enhancing their relationship.

Trust is still building at this point this would be a great time to set goals.

The mentor should help the mentee to develop life skills. Examples include perseverance/dedication, time management, critical thinking, importance of education, money management, decision making etc.

STAGE 3 NAVIGATING CHALLENGES

In this phase trust has been established and conversations are more personal, comfortable and open. Both parties are contributing to the relationship; feedback is given without fear of rejection. Goal setting takes centre stage as you are now working together.

The mentee may present the mentor with new challenges that they are facing as the mentor is now seen as a resource.

A mentor can help by- helping the mentee to assess the issue, identify solutions, review pros and cons of the choices. The mentee must be the ones to make the final decision.

STAGE 4 TRANSITIONING

At this stage deciding whether they should continue or end the relationship is vital.

For a smooth transition both parties must discuss the end of the relationship and mutually decide whether to continue or conclude. This is the time for reflections discuss accomplishments or setbacks.

The mentor must plan for mentoring to end on a positive note. If the mentee can fill our feedback form it would help us to improve our service.

Celebration when goals are reached will motivate the mentee. We provide a certificate, goody bag and a reference upon successful completion.

The time spent in each stage will differ from relationship to relationship however the progression is uniform. Bonds would be formed once both parties move through the first stage. Goals set would be short term and long term goals. Mentors must submit reports at least once a month this is to track the impact of the mentoring.

In the beginning the mentor will ask the mentee if there is anything in particular that they would need help with. Our mentors can give advice on the following topics:

- Social media pressure
- Female hygiene
- Career choice
- Homelessness
- Teenage/single parenting
- Domestic abuse
- Addiction
- Exam stress
- Gang grooming

For more information please send an email to help@elevateheruk.org