

MENTOR

what? how? when? where?

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MENTORING AND COMMON ISSUES



MENTORS ARE GUIDES,
BUT YOU HAVE TO LET
THEM KNOW WHAT GOALS
AND DESTINATIONS ARE
IMPORTANT FOR YOU

Task/ type of support	Who provides this support?		
	Project coordinator/ task-related coordinator	Mentor	Other locals
Introduction to the organization (values, history, habits, procedures, staff, office, other projects etc.)	●		
Introduction to the community and other volunteers, making new contacts	●	●	●
Task-related training	●		
Clarity of given tasks on daily or weekly basis	●		
Safety and security of the working environment	●		
Providing a regular system of monitoring, evaluation and feedback	●		
Support to attend mandatory training sessions in the frame of the volunteering programme	●		
Encouraging volunteer to attend language training	●	●	●

Personal support (for instance, assisting during medical care,	●	●	●
Intercultural adaptation and intercultural learning support (discovering traditions, cultural norms, food, behaviors etc.)	●	●	●
Support in discovering the new town and region		●	●
Keep volunteers informed of local events and potential leisure time activities		●	●
Help in crisis situations and support in solving problems	●	●	●
Potential mediator in case of conflict between volunteer and coordinator/task-related manager or other colleagues		●	
Support reflection on learning, during the service	●	●	●
Recognition of volunteer's learning outcomes	●		

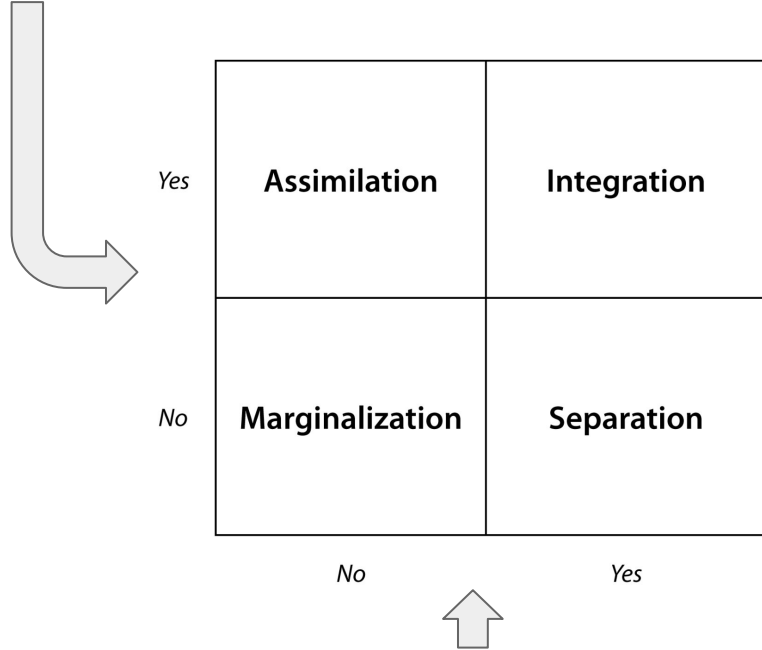
- Usually
- Optionally

** our research revealed that the most appreciated support for the volunteers was the social, intercultural and personal support provided by mentors.* www.provobis.ro/SurveyAnswersVolunteers.pdf

ROLES OF A MENTOR

- Establish a positive, personal relationship with the ESC volunteer
- Help the ESC volunteer to develop or begin to develop life skills
- Assist the ESC volunteer on obtaining additional resources
- Increase the ESC volunteer ability to interact with people/groups/things from various backgrounds (cultural, racial, socioeconomic etc.)

Is it considered to be of value to develop relationships with the larger society?

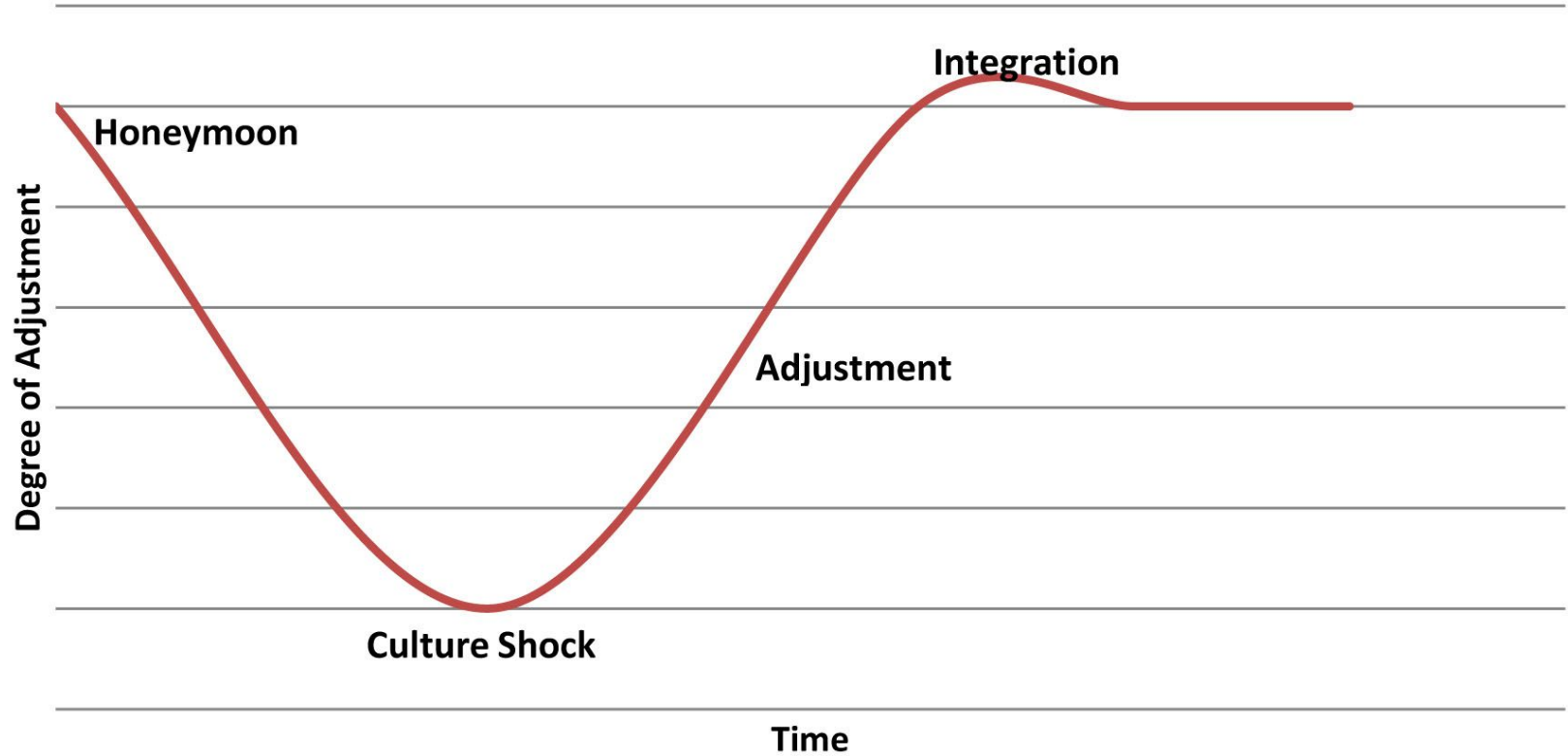


Is it considered to be of value to maintain one's cultural heritage?

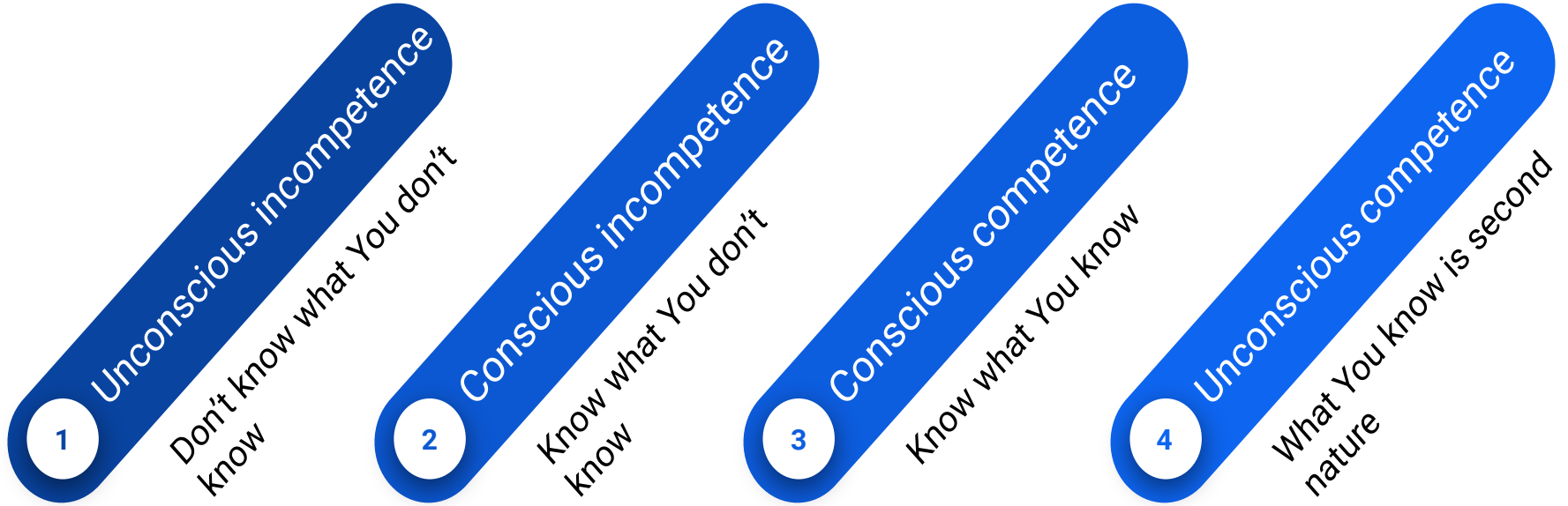
BERRY'S ACCULTURATION MODEL

Source: Cohen, L., Manion, L., & Morrison, K. (2011). Research Methods in Education (7th ed.)

CULTURAL SHOCK



PROCESS OF LEARNING



WHAT HAPPENS IF?