

Mapping Mentoring Practice

Navigating Mentoring Practice of Mentors in European Solidarity Corps Organisations

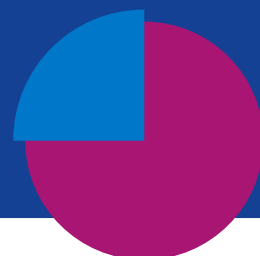
Mentoring under construction



Working with the Mentoring Competence Framework



Mentoring Assessment Tools



Mapping Mentoring Practice

**Navigating Mentoring Practice of Mentors
in European Solidarity Corps Organisations**

**An Assessment Tool for ESC Mentors
Mentoring under Construction 2026**

Supported by



Mapping Mentoring Practice

Navigating Mentoring Practice of Mentors in ESC Organisations

An Assessment Tool for ESC Mentors, Mentoring under Construction 2026

Mapping Mentoring Practice is an assessment tool for mentors of ESC organisations. It allows mentors to evaluate their mentoring practice, learn about areas of strengths and improvement and gain recommendations on how to raise the quality of mentoring. The tool is based on the **Mentoring Competence Framework for the European Solidarity Corps (ESC)**, structured along the **focus areas of mentoring** and the **ethical guidelines for mentoring**, addressing **mentoring competences**.

Focus	Mentoring Practice of Mentors within ESC Organisations
Target group	Mentors of ESC organisations or project coordinators and project managers who would like to do this assessment with their mentors
Aims	Evaluate mentoring practices Identify areas of strengths and improvement Decide on steps to develop mentoring competence
Time	3 to 3 ½ hours (2x 90 min plus break)
Materials	Presentation slides for facilitation Worksheet 1: Cardinal Directions [slide] Worksheet 2: Assessment Cards Worksheet 3: Your Mentoring Score Card Worksheet 4: Role-based Profiles Worksheet 5: Your Own Compass Mentoring Competence Framework
Created by	Andreea Buzec & Michael Kimmig, Mentoring under Construction
Supported by	The assessment has been developed in the frame of the NET working activities "Mentoring under Construction". Mentoring under Construction is supported by the National Agencies of Romania, Sweden, France, Austrian National Agency, SALTO European Solidarity Corps Resource Centre and SALTO EuroMed.
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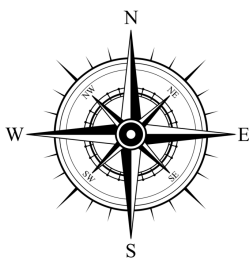


A Compass to Navigate Mentoring Practice

Photo by [Himesh Kumar Behera](#) on [Unsplash](#)

A **compass** and a **map** are useful tools to navigate the territory of mentoring practices within European Solidarity Corps organisations. The compass needle points always north and points you in the direction where to go, while the map gives us orientation and shows you the different ways and paths that lead you to your destination (true north). The four cardinal directions of the compass mirror the focus areas of mentoring and the ethical guidelines of mentoring.

The four cardinal directions



NORTH – Ethical foundations

EAST – Providing guidance

SOUTH – Increasing impact

WEST – Enhancing collaboration

Each cardinal direction comes with symbolic meaning: **NORTH** represents our core values. It anchors mentoring in integrity, clarity, and shared ethical principles. **EAST** brings light to new beginnings. Mentoring offers orientation, cultural insight, and support through unfamiliar situations. **SOUTH** symbolizes energy and growth. It encourages learning, inclusion, and purposeful engagement within the programme. And finally, **WEST** is the place of reflection and connection. It fosters cooperation, integration, and meaningful documentation of shared experiences.

How to use the compass

This assessment guides you step-by-step through a reflection process that helps you evaluate mentoring practices of mentors with the help of the Mentoring Competence Framework. (Check out the **Presentation slides for facilitation**).

Assessing Mentoring Practices: A 5-Step-Assessment

STEP 1: “Mapping” - Assessing mentoring practice

STEP 2: “Your direction” - Interpreting the results

STEP 3: “Your own compass” - Identifying areas of strengths and improvements

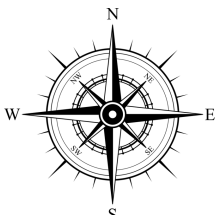
STEP 4: “One-degree-turns” - Exploring and identifying mentoring competence

STEP 5: “Moving the needle” - Creating a learning & development plan

Ready to go? Let's do this!

STEP 1: “Mapping” - Assessing your mentoring practice

Introducing the four cardinal directions

	<p>NORTH – Ethical foundations (values, mindset, ethical guidelines)</p> <p>EAST – Providing guidance (local and cultural integration, well-being, managing difficult situations)</p> <p>SOUTH – Increasing impact (learning, programme values, inclusion)</p> <p>WEST – Enhancing collaboration (integration, co-operation, documentation)</p>
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⇒ **Check out Worksheet 1: The 4 Cardinal Directions**

Instructions: Assessing your mentoring practice

For each cardinal direction - north, east, south and west - you will receive a set of statements with a scale from “0” to “5”. Each statement resembles a mentoring task/activity. You simply rate how well you do carrying out this task/activity. After each set of questions we ask you to calculate the boxes you checked, one time for each focus area and one time in total.

The key question is always to consider how well are you doing a certain task/activity as part of your mentoring practice in your organisation and rate it on a scale from “5” (= “I’m doing very well here!”) and “0” (= “I’m not doing anything at all here”).

You start with EAST, after that you can move on from East to SOUTH, and from South to WEST, and then to NORTH till you went through the statements of all four directions.

Ready?

⇒ **Worksheet 2: Assessment Cards**

Your Mentoring Scorecard

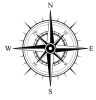
Before we move on, write your scores for each of the cardinal directions into your *Mentoring Scorecard*! Please note that the results for each cardinal direction range from 0 to 100 points. If you have less than “0” or more than “100” points, there is a mistake! Then, do the math at the end to get your total score :)))

Example

Let's say, the total points by Cardinal Directions are: 80 (North), 92 (East), 23 (South) and 35 (West)

You calculate the total points on Mentoring Practices: $80 + 92 + 23 + 35 = 235$.

And this makes an overall score/percentage: $235 / 4 = 58,7$ points/percent.

		<h2>Mentoring Scorecard</h2>	
Your total points/percentages for each cardinal direction			
NORTH	_____ %	Ethical Foundation	Your total score on Mentoring Practices _____ (N + E + S + W) / 4 = _____ %
EAST	_____ %	Providing Guidance	
SOUTH	_____ %	Increasing Impact	
WEST	_____ %	Enhancing Collaboration	

⇒ **Worksheet 3: Your Mentoring Score Card (template)**

Congratulations! You made it!

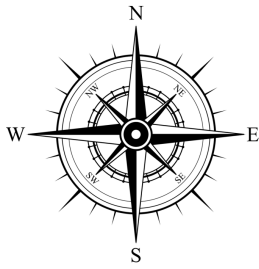
Now, we can look at the results...

STEP 2: “Your direction” - Interpreting the results

Now that you have your overall score, let's have a look at the results! Keep in mind, your overall score tells you something about your mentoring practice related to all of the nine focus areas of mentoring and the ethical guidelines for mentoring. *So, all in all your total score is a very general measure.* (In the next steps we will dive deeper into each direction and also into each of the focus areas!)

A role-based interpretation on your mentoring score

Your score is matched with a certain role profile:



Role-based profiles

81 - 100 % GUIDE	“Leads the way with clarity and care.”
61 - 80 % EXPLORER	“Actively navigating and expanding boundaries.”
41 - 60 % CARTOGRAPHER	“Mapping the terrain, connecting ideas.”
21 - 40 % PATHFINDER	“Searching for the way, with growing intent.”
01 - 20 % WANDERER	“Just setting out, seeking direction.”

Together with the role-based description, we suggested some action steps that you could implement. The action steps mark necessary steps to take to get to the next level (or the next role!).

Instructions: Interpreting the results

Please check your overall support score on mentoring practices and read the following **role-based interpretation (Worksheet 4: Role-based profiles)** related to your score and check out the suggested action steps!

Ask yourself the following questions:

Reflection

What's in the role description that caught your attention?

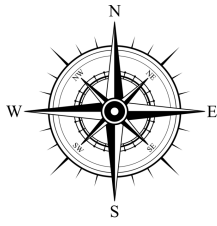
Which of the statements relate / do not relate to your mentoring practice?

Which of the suggested action steps are most suitable for you?

Now that you learned a bit about your overall mentoring practice profile, let's go a bit deeper and identify areas of strengths and improvements...

STEP 3: “Your own compass” - Identifying areas of strengths and improvements

The role-based interpretation gave you feedback about your profile related to the overall results of the assessment. Now, let's go a deeper and have a look at the details:



NORTH – Ethical foundations (values, mindset, ethical guidelines)
EAST – Providing guidance (local and cultural integration, well-being, managing difficult situations)
SOUTH – Increasing impact (learning, programme values, inclusion)
WEST – Enhancing collaboration (integration, co-operation, documentation)

Instructions: Identifying areas of strengths and improvements

Take your *Assessment Cards* and have a look at your four cardinal directions and identify for each direction - north, east, south and west - two areas of strengths and two areas of improvements:

What are two areas of strengths?

What are two areas of improvement?

Ready?

⇒ **Worksheet 5: Your Own Compass**

It is useful, not only to look at the total score of each direction, but to cross-check each single focus area.

Example

Total percentages of your Cardinal Directions: 80 % (North), 92 % (East), 23 % (South) and 35 % (West)

Cross-check with the assessment cards: Within “Providing guidance” (EAST) your strengths might be to support volunteers in their acculturation process and raising awareness on well-being, and you see opportunities of improvement in supporting volunteers to overcome difficult situation and manage conflicts in their flat

Reflection (trios)

What are your areas of strengths and improvement?

STEP 4: “One-degree-turns” - Exploring and identifying mentoring competence

Once you’ve identified the areas of strengths and improvements, let’s check out some recommendations for improvement. This is not about radical changes, but about implementing small steps that lead into an improvement of your mentoring practices. We call them “one-degree-turns” (an idea we got from Marta Beck).

Imagine you fly in a plane and want to turn around. The pilot could make a full U-turn. However, smaller turns every now and then guarantee a smoother flight experience. This relates to the experience that small steps bring you more likely to your goal, applying small changes initiate

real transformation. If you apply consistently one-degree-turns over a longer period of time you will improve the mentoring support of your organisation.

Instructions: Identify knowledge, skills, attitudes and behaviours you need to develop

1. Have a look at the areas of improvement, and pick one or two.
2. Look up the competences listed under this focus area (-> Mentoring Competence Framework!)
3. Ask yourself:

What knowledge do I have to acquire?

What skills do I need to develop?

What attitudes do I need to grow into?

What behaviours do I need to demonstrate as a mentor?

4. Take notes!

Explore with the [Mentoring Competence Framework](#)

Example

Let's say, you identified "Assisting the volunteer in dealing with difficult situations and conflicts" as an area that seeks improvement. If you open the framework and look up the focus area you will find three competences: 1. providing support in managing difficult situations, 2. providing support in managing conflicts and 3. supporting (self-)regulation of emotions. You either decide on which of the three competences you would like to develop, or you browse through all three. And you ask yourself: What knowledge, skills, attitudes and behaviours are important for me to develop this competence? Take notes!



Reflection

Now that you checked the recommendations ask yourself:

How do these recommendations relate to the areas of improvement you identified earlier?

Which new ideas for areas of strengths and improvement did come up?

Which ones do I want to add to my own compass?

Write them down (forget about those who don't fit!!)

STEP 5: "Moving the needle" - Creating a learning & development plan

Now, the final step would be to put all this into a plan of action. Keep in mind that we intend to go for "one-degree-turns". Those small, actionable steps can "move the needle" and lead toward the next level of mentoring expertise. If you focus on actions that move the needle and add them consistently to your existing mentoring practices you will surely succeed in reaching a new quality of mentoring support within our organisation.

Instructions: Creating a learning & development plan

Identify those steps that move the needle...

What are areas of improvement that really "move the needle"?

- *What behaviour do you need to implement?*
- *What knowledge do you need to acquire?*
- *What skills and attitudes do you need to develop?*

What action steps that move the needle will you take?

Write down for each area of improvement two steps, one that you can do right after doing this exercise and one step that you are going to implement next week!

Closing round: One step you take...

In the end, everyone shares one step s/he is taking to develop a competence.

Congratulations! You made it!

Alternative Ending: Experimenting with AI Prompts

In our training courses, we have so far tested a paper & pen version. Here is an approach that includes AI. Try it out!

Instructions: Creating a learning & development plan

1. Write down your area of improvement
2. Download the focus area table related to your area of improvement
3. Refine the prompts, e.g. write into the brackets your area of improvement, add some information
4. Upload the file to ChatGPT, Gemini or another AI tool of your choice
5. Copy-paste the first prompt
6. Check the results, eventually change/adjust the prompts
7. Continue with the next prompt

It turns out that you will get better results if you break down the process into several steps, check the results and refine the prompts.

Create a learning and development plan with the help of AI

STEP 1: Analysing Competence

STEP 2: A learning and development plan

STEP 3: Success strategies

STEP 4: Worksheets & learning materials

You can find the sample prompts here: **Worksheet #6**

Editorial

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[Mentoring under Construction Community](#) (linktree)

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