

Mentoring Competence Framework for the European Solidarity Corps

Supported by:



Mapping Mentoring Practice



***A Compass to
Navigate Mentoring
Practice in ESC
Organisations***

Mapping Mentoring Practise

5-Step-Assessment

Intro & overview

STEP 1: **“Mapping”** - Assessing mentoring practice

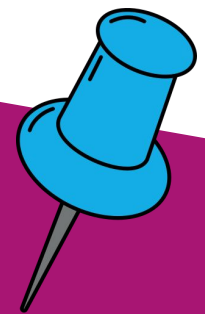
STEP 2: **“Your direction”** - Interpreting the results

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 and development plan

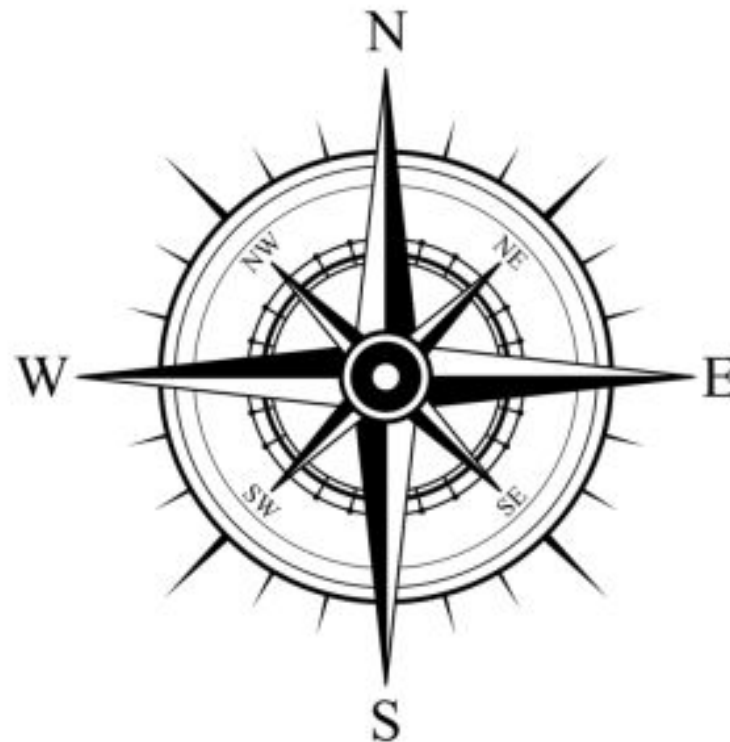
Closing: Review & reflections



1. Evaluate mentoring practices
2. Identify areas of strengths and improvement
3. Decide on steps to develop mentoring competence

A Compass to Navigate Mentoring Practice

The four cardinal directions



NORTH – Ethical foundations

EAST – Providing guidance

SOUTH – Increasing impact

WEST – Enhancing collaboration

The four cardinal directions

NORTH Ethical Foundations

-> values, mindset, ethical practice

What are our guiding values, mindset and principles?

EAST Providing Guidance

-> local and cultural integration, well-being, managing difficult situations

How do we support others orient themselves in new realities?

SOUTH Increasing impact

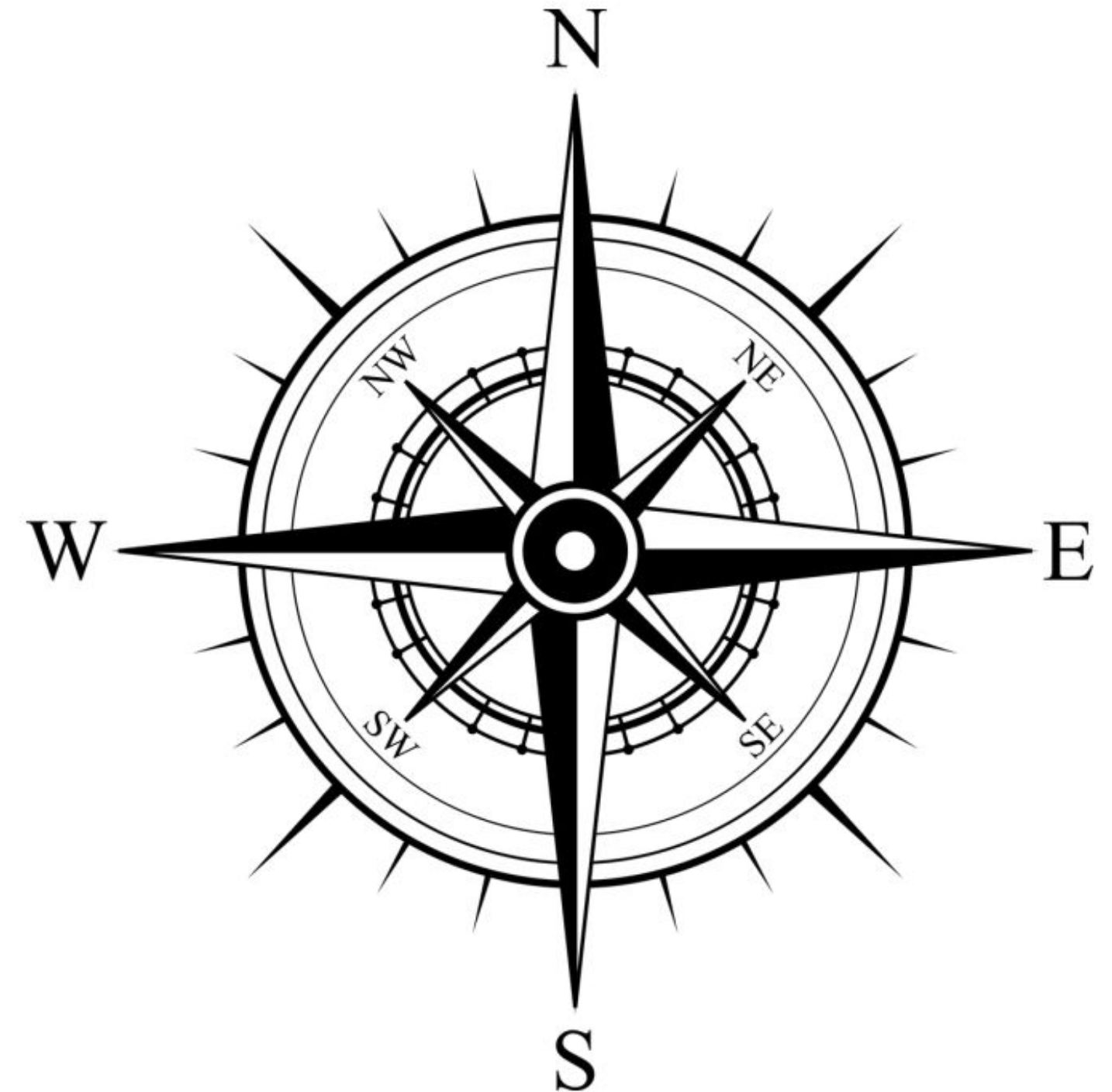
-> learning, programme values, inclusion

How can we learn, include, and empower for greater impact?

WEST Enhancing Collaboration

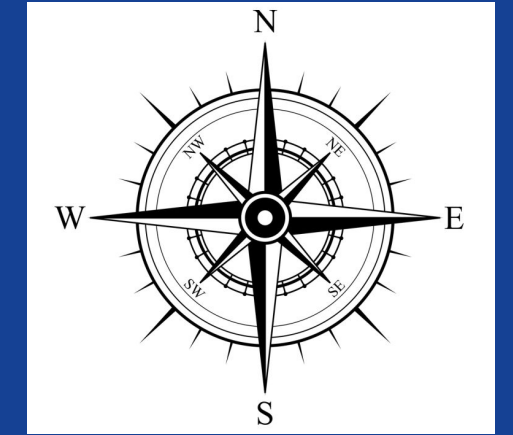
-> organisational integration, co-operation, documentation

West asks: What can we built together? How can we sustain it?



STEP 1 “Mapping”

Assessing mentoring practices



The key question

How well are you doing a certain task/activity as part of your mentoring practice in your organisation?

Rate it on a scale from:

“5” (= “I’m doing very well here!”) and


“0” (= “I’m not doing anything at all here”).

-> EAST -> SOUTH -> WEST -> NORTH

- 0-1-2-3-4-5 A** How well do you assist volunteers with pr
- 0-1-2-3-4-5 A** How well do you offer volunteers guidance community
- 0-1-2-3-4-5 A** How well do you encourage volunteers to and connect with the local community
- 0-1-2-3-4-5 A** How well do you encourage volunteers ge
- 0-1-2-3-4-5 A** How well do you provide opportunities to
- 0-1-2-3-4-5 A** How well do you support volunteers in the in dealing with adjustment issues
- 0-1-2-3-4-5 A** How well do you initiate activities that all about their culture

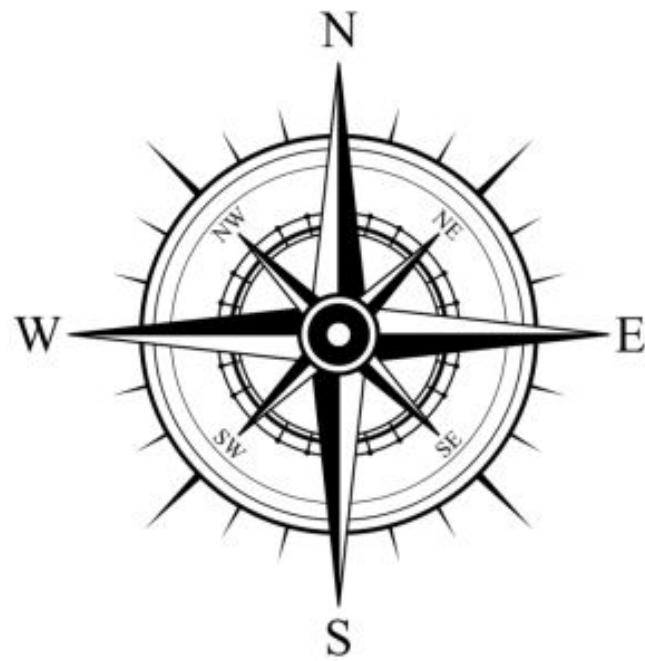
_____ **A** Assisting the volunteer in local and cultural integration

Your Scorecard

	Mentoring Scorecard		
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	

STEP 2 “Your direction”

Interpreting the results



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

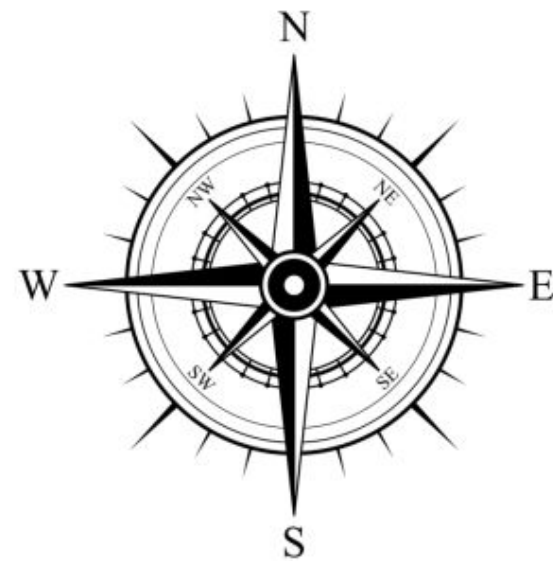
“Searching for the way, with growing intent.”

1 - 20 % WANDERER

“Just setting out, seeking direction.”

STEP 2 “Your direction”

Interpreting the results



Role-based profiles

81 - 100 % GUIDE

61 - 80 % EXPLORER

41 - 60 % CARTOGRAPHER

21 - 40 % PATHFINDER

1 - 20 % WANDERER

QR Code here

First things first...

*Read the **role-based interpretation** and check out the suggested action steps!*

Reflection (in trios/pairs)

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?

STEP 3 “Your own compass”

Identifying areas of strengths & improvements

Take your Assessment Cards and have a look at your four cardinal directions and...

Identify for each cardinal direction...

What are two areas of strengths?

What are two areas of improvement?



Worksheet 1: Cardinal Directions

NORTH

Integrity - Self-Agency

Dignity - Togetherness

 *What are our guiding values, mindset and principles?*

Ethical foundations

Enhance Collaboration

Provide Guidance

Increase Impact

SOUTH

Facilitating learning and development

Raising awareness of the ESC Programme's values

Ensuring inclusion


 *How can we learn, include, and empower for greater impact?*

WEST

Facilitating orientation and integration with the organisation

Managing groups and teams

Planning, documenting and reporting


 *What can we built together? How can we sustain it?*

EAST

Assisting the volunteer in local and cultural integration

Supporting the volunteer's well-being

Assisting the volunteer in dealing with difficult situations and conflicts

 *How do we support others orient themselves in new realities?*

STEP 3 “Your own compass”

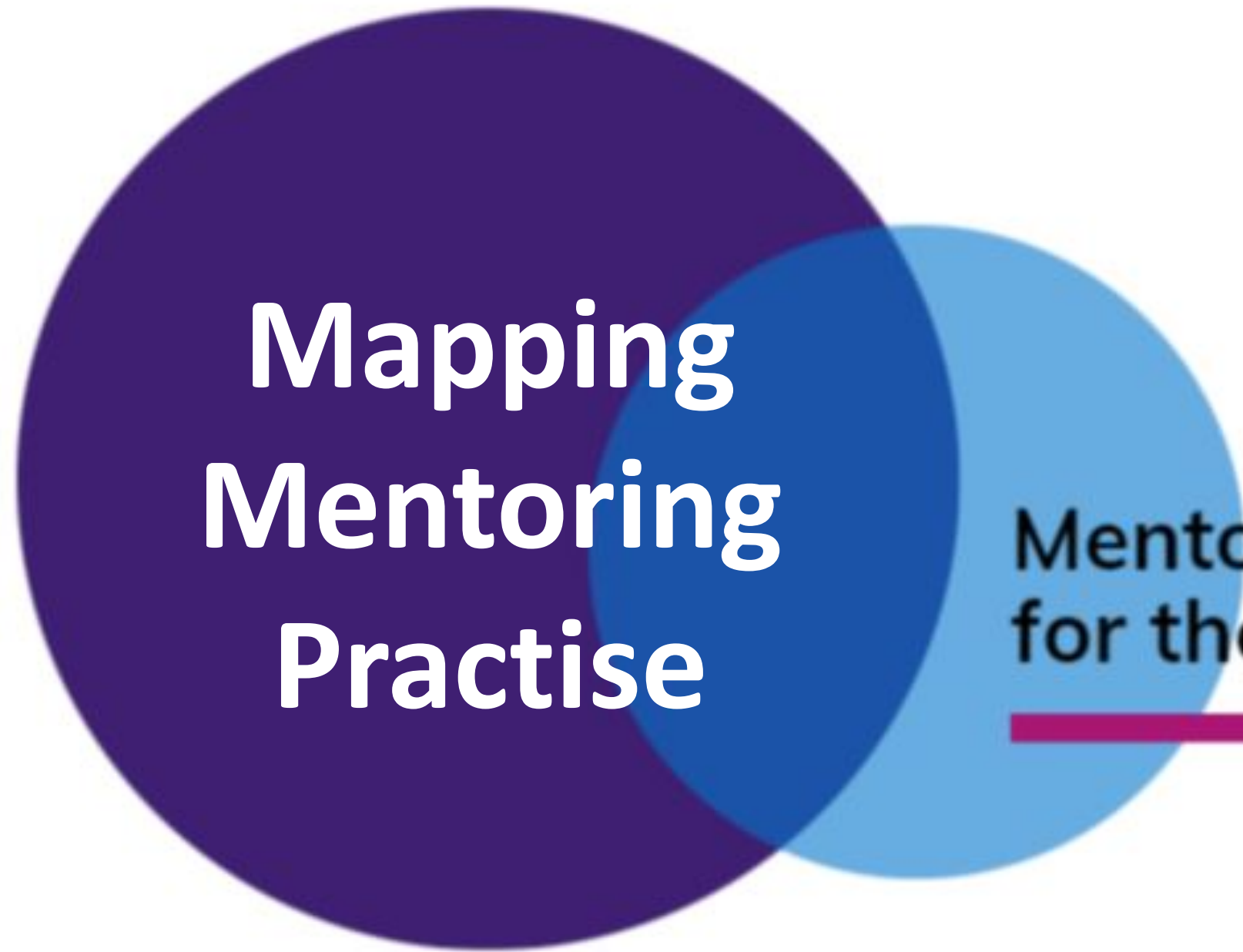
Identifying areas of strengths & improvements



Reflection (in trios)

What are your areas of strengths and improvement?

Let's have a break...



Mentoring Competence Framework for the European Solidarity Corps



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STEP 4 “One-degree-turns”

Exploring & identifying mentoring competence



Identify knowledge, skills, attitudes and behaviours you need to develop...

Look up the competences listed under this focus area and 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?

STEP 4 “One-degree-turns”

Exploring & identifying mentoring competence



Reflection

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?

STEP 5 “Moving the needle”

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!

MuC Content Library

Self-
assessment

Framework

Mentoring
Content



Mentoring under Construction

Mentoring Content Library

All our content on mentoring in one place :)))



CLOSING

Review & reflections



Join us on Facebook
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Join us on Howspace



Mentoring under Construction *MuC

...is a community of practitioners who share a passion for mentoring/coaching and are interested in raising the quality in mentoring and coaching within European Solidarity Corps programme (and beyond).



Community of Practice

-> building a vibrant, resourceful and sustainable community of mentoring/coaching practitioners



Mentoring & Coaching

-> developing quality content around mentoring/coaching in order to support the development of mentoring competences



Support & Guidance

-> contributing to the quality of mentoring/coaching within the European Solidarity Corps

Who



Mentoring under Construction

-> was founded by the **Romanian National Agency for European Solidarity Corps** with the support of **SALTO European Solidarity Corps Resource Centre**

MuC Residential Events

-> are hosted by various National Agencies. We've been in Romania, in Lithuania, Ireland and will be in 2025 in France

MuC Initiatives

-> are carried out in cooperation with various National Agencies

Thank You

