

Mapping Mentoring Support

A Compass to Navigate Mentoring Support in European Solidarity Corps Organisations

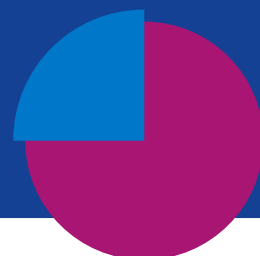
Mentoring under construction



Working with the Mentoring Competence Framework



Mentoring Assessment Tools



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**A Compass to Navigate Mentoring Support
in European Solidarity Corps Organisations**

**Mentoring Assessment Tools
Mentoring under Construction 2026**

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Mapping Mentoring Support

A Compass to Navigate Mentoring Support in ESC Organisations

An Assessment Tool for ESC Organisations, Mentoring under Construction 2026

Mapping Mentoring Support is an assessment tool for organisations. It allows organisations to evaluate mentoring support, learn about areas of strengths and improvement and gain recommendations on how to raise the quality of mentoring support. The tool is based on the **Mentoring Competence Framework** for the **European Solidarity Corps (ESC)** and focussing mainly on the **focus areas of mentoring** and the **ethical guidelines for mentoring**.

Focus	Mentoring Support System within ESC Organisations
Target group	Members of ESC organisations, e.g. project coordinators, project managers, mentors, tutors
Aims	Evaluate mentoring support system Identify areas of strengths and improvement Decide on steps to raise the quality of mentoring support
Materials	Presentation slides for facilitation Worksheet 1: The 4 Cardinal Directions Worksheet 2: Assessment Cards Worksheet 3: Role-based profiles Worksheet 4: Your Own Compass Worksheet 5 "One-degree-turns" Mentoring Competence Framework
Time	3 to 3 ½ hours (2x 90 min sessions plus break)
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.
Year	April 2026
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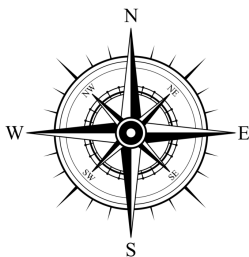
A Compass to Navigate Mentoring Support



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A **compass** and a **map** are useful tools to navigate the territory of mentoring support 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. Starting from north: **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 the mentoring support within your organisation with the help of the Mentoring Competence Framework. (Check out the **Presentation slides for facilitation**).

Mapping Mentoring Support: A 5-Step-Assessment

STEP 1: “Mapping” - Assessing mentoring support

STEP 2: “Your direction” - Interpreting the results

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

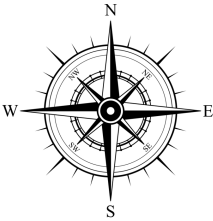
STEP 4: “One-degree-turns” - Recommendations for improvements

STEP 5: “Moving the needle” - Creating an action plan

Ready to go? Let's do this!

STEP 1: “Mapping” - Assessing the mentoring support in your organisation

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 support system

For each cardinal direction - north, east, south and west - you will receive a set of statements with checkboxes. Each statement resembles a mentoring task/activity. You simply check if you do/demonstrate 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.

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.

The key question is always, if you consider a certain task/activity as part of the mentoring support of your organisation. *How do you know?* - Imagine the menu of the restaurant. A restaurant offers certain dishes and puts them on their regular menu. If you go to this restaurant you can be sure that the dishes on the menu are available. Dishes that are seasonal or only every now and then available are put on an extra sheet of paper, the daily menu. It's the same with the mentoring support your organisation provides. If a certain task/activity is

part of your regular mentoring support, you check the box. If it is something you do rarely, randomly, etc. then you do not check the box.

Ready?

⇒ **Worksheet 2: Assessment Cards**

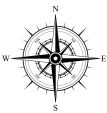
Your Mentoring Support Scorecard

Before we move on, write your scores for each of the cardinal directions into your **Mentoring Support Scorecard** (and do the math at the end :))!

Example

Total points by Cardinal Directions are: 10 (North), 12 (East), 8 (South) and 4 (West)

Total points on Mentoring Support: $10 + 12 + 8 + 4 = 34$. This makes an overall percentage: $34 / 61 \times 100 = 57\%$

		Mentoring Support Scorecard	
Your total points for each cardinal direction			Your total score on Mentoring Support
NORTH	_____ %	Ethical Foundation	61 Questions
EAST	_____ %	Providing Guidance	Total points _____ (N+E+S+W)
SOUTH	_____ %	Increasing Impact	Formula _____ (total points) / 61 x 100 = _____ %
WEST	_____ %	Enhancing Collaboration	Your overall score... _____ %

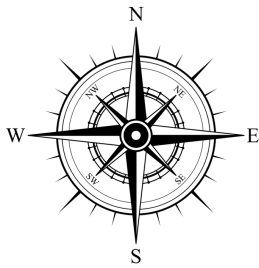
Congratulations! You made it!

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 support related to all of the nine focus areas of mentoring and the practical guidelines. So, **all in all this 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 support 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!).

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

Reflection

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

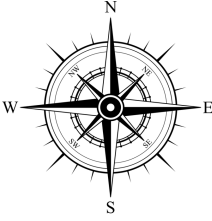
Which of the statements relate / do not relate to the mentoring support in your organisation?

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

Now that you learned a bit about your mentoring support 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:

	<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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Take your **Assessment Scorecards** 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?*

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

Example

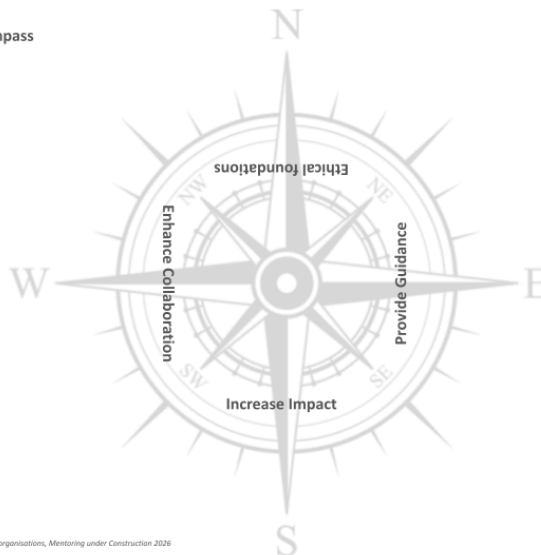
*Total points of your Cardinal Directions are: 10 (North), 12 (East), 8 (South) and 4 (West)
Cross-check with the assessment cards: Within “Providing guidance” your strengths might be to support volunteers in their acculturation process and raising awareness on well-being, and you see opportunities of improvement in supporting volunteers to overcome difficult situation and manage conflicts in their flat*

Ready?

⇒ **Worksheet 5: Your Own Compass**

Worksheet 4: Your Own Compass

Identify 2 areas of strengths and improvements for each direction!



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STEP 4: “One-degree-turns” - Recommendations and improvements

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 mentoring support. We call them “one-degree-turns” (based on an idea 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.

The recommendations are presented in a table and sorted by the cardinal directions and the role profiles. But here, **you need to look up your total score and the percentage for each cardinal direction!** Only then check with the cardinal direction.

Example

Total points of your Cardinal Directions: 10 = 63% (North), 12 = 80% (East), 8 = 53% (South) and 4 = 27% (West)

Realise that related to NORTH and EAST you are an explorer, SOUTH equals a cartographer and WEST the role of a pathfinder. Now, when you check out the table for each cardinal direction, keep in mind that you need to check the rows according to the role profile in that direction!

Ready?

⇒ **Worksheet 5 “One-degree-turns”**

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 an action 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 we focus on actions that move the needle and add them consistently to the existing mentoring support and our mentoring practices we surely will succeed in reaching a new quality of mentoring support within our volunteering organisations.

Reflection

What are areas of improvement that really “move the needle”?

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 coming back from this training and one step that you are going to implement in one week!

You made it! Congratulations!

Editorial

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

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