

Mentoring Competence Framework for the European Solidarity Corps



Supported by:



Mapping Mentoring Support



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

Mapping Mentoring Support

Step-by-step

Intro & overview

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

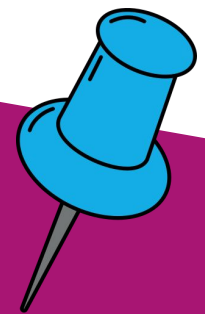
STEP 2: - **“Your direction”** - Interpreting the results

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 and learning plan

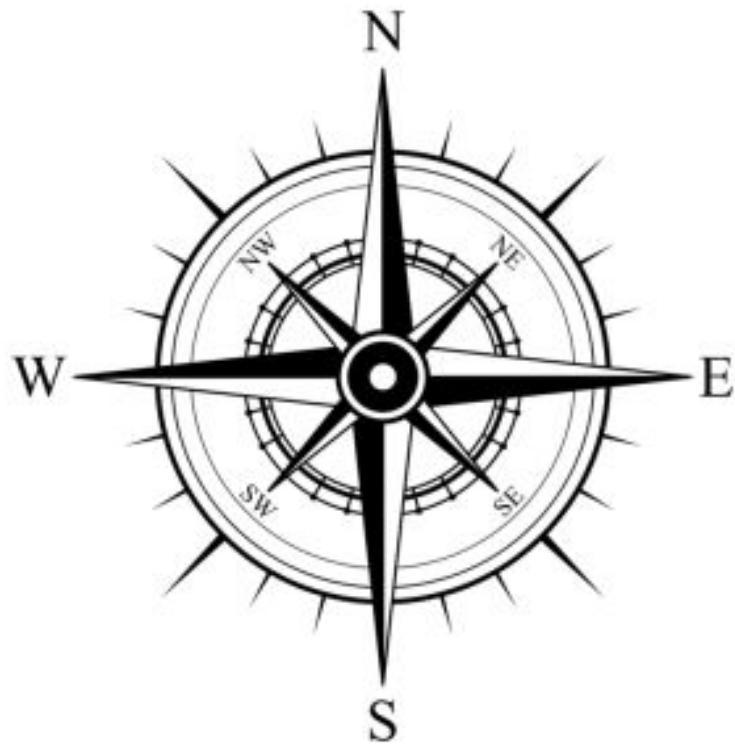
Closing: Review & reflections



1. Evaluate mentoring support
2. Identify areas of strengths and improvement
3. Decide on steps to raise the quality of mentoring support

A Compass to Navigate Mentoring Support

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

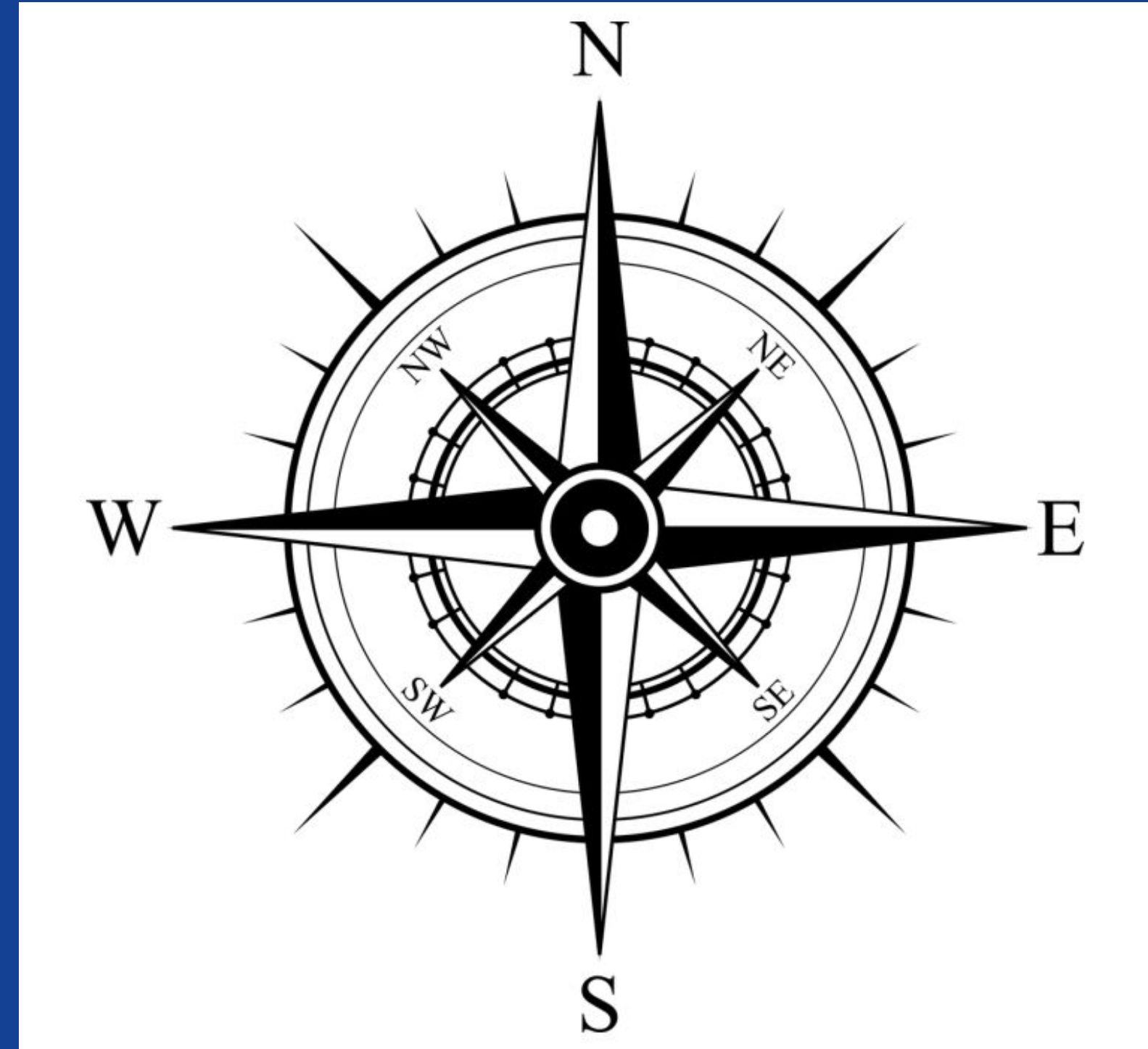
-> learning, programme values, inclusion

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”

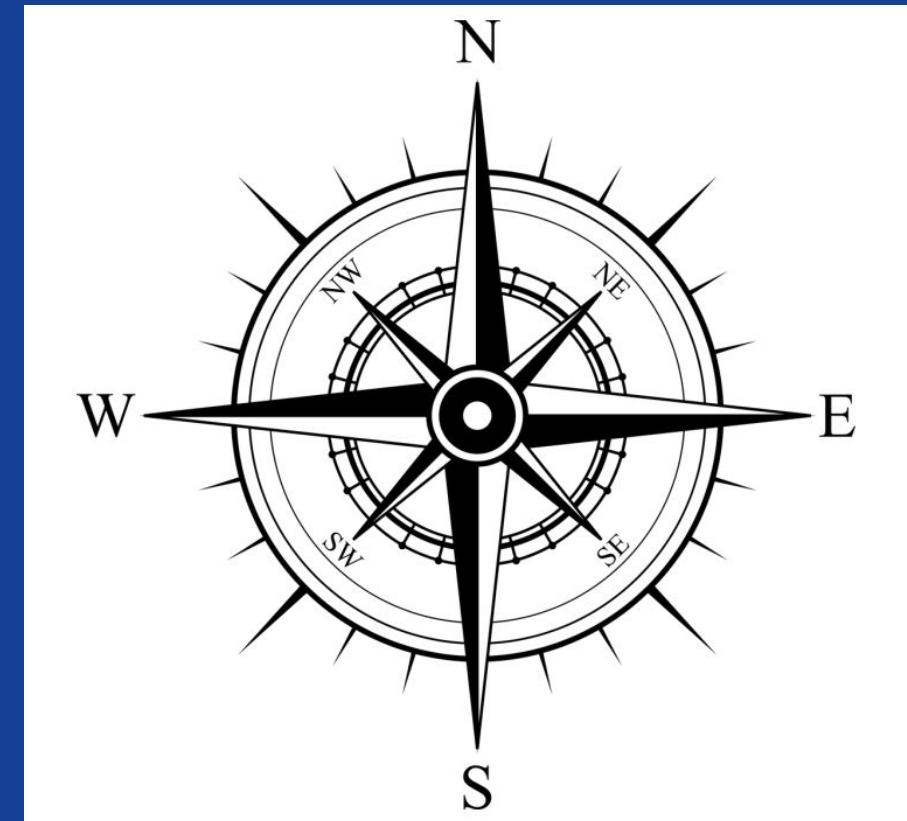
Assessing mentoring support

The key question


Do you consider a certain task/activity as part of the mentoring support of your organisation?

Check the box , if your organisation is providing this mentoring support

Recommendation: Start from EAST -> SOUTH -> WEST -> NORTH

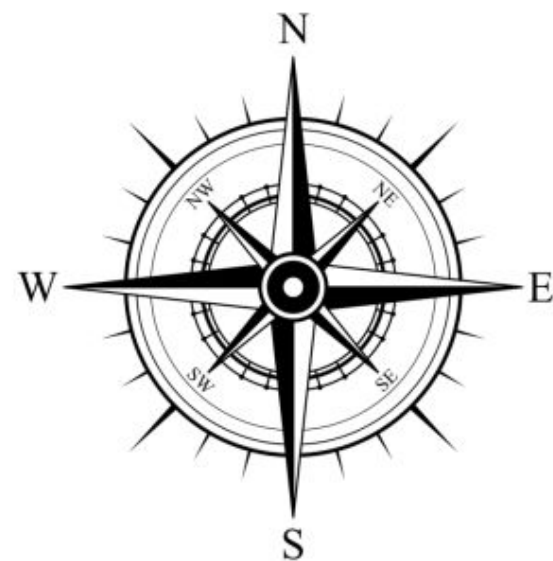


Your Mentoring Support Scorecard

		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... _____ %

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.”

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 the mentoring support in your organisation?
Which of the suggested action steps are most suitable for you?*

STEP 3 “Your own compass”

Identifying areas of strengths and improvements



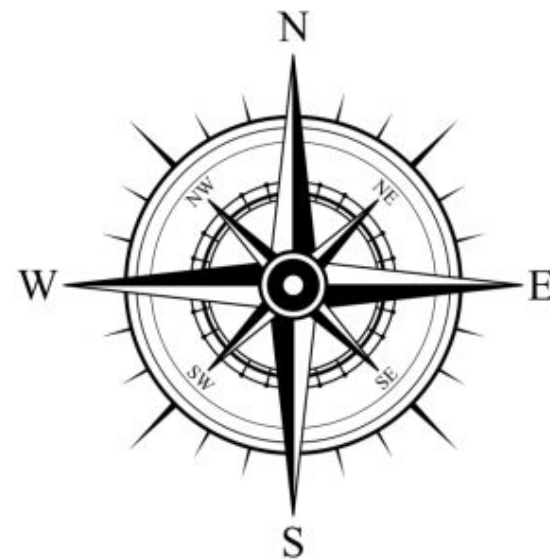
Identify for each cardinal direction...

What are two areas of strengths?

What are two areas of improvement?

Let's have a break...

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



Role-based profiles

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First things first...

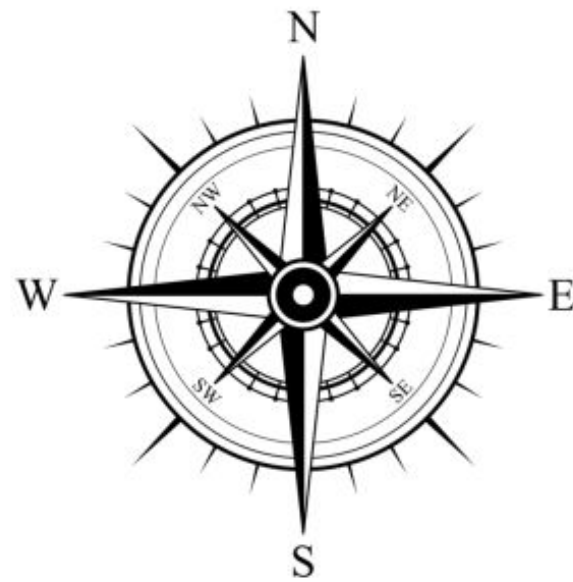
*Check out **recommendations** related to the four cardinal directions*

Reflection (in trios/pairs)

*What are your areas of strengths and improvement? (share)
How do these recommendations relate to your areas of improvement?
Which new ideas for areas of strengths and improvement did come up?
Which recommendations and/or ideas do I want to add to your compass?*

STEP 5 “Moving the needle”

Creating an action & learning plan



NORTH – Ethical foundations

EAST – Providing guidance

SOUTH – Increasing impact

WEST – Enhancing collaboration

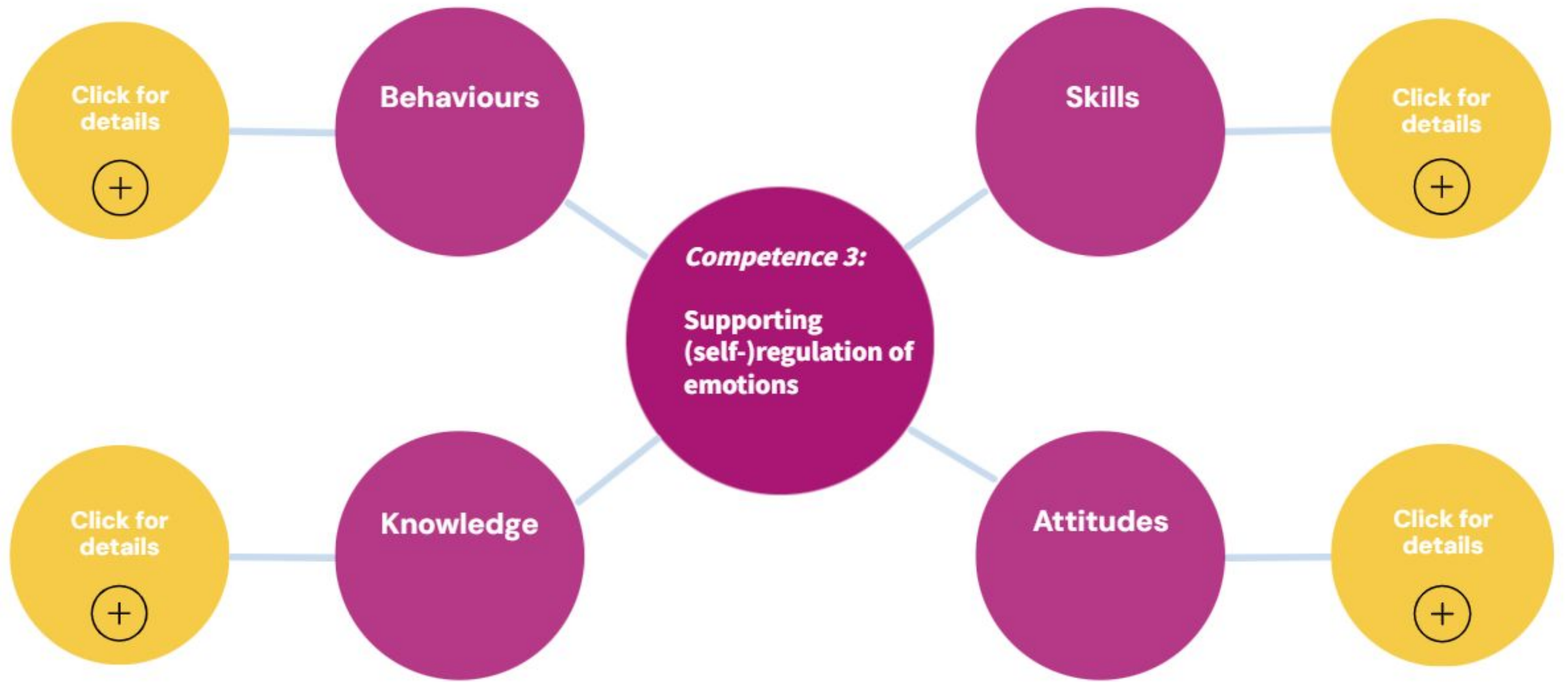
Reflection (in trios/pairs)

What action steps that move the needle will you take?

What competences (knowledge, skills, attitudes) do we need to develop in our organisations to put these actions in place?

Check with the competences from the framework!

Assisting the volunteer in dealing with difficult situations and conflicts



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
[MuC Community](#)

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 :)