







Your Role-based Profile

Please check your overall support score on mentoring support and read the following role-based interpretation related to your score and check out the suggested action steps!

	<p>81 - 100 % GUIDE</p> <p><i>“Leads the way with clarity and care.”</i></p> <p>Guides demonstrate excellence in various areas on how to implement mentoring support as well as mentoring practices. They combine a high awareness for mentoring practices, a strong alignment with values and mindset, a sensibility for intercultural matters and are able to adjust their guidance and support to various needs and personalities of volunteers. As guides they are also setting a strong example for others.</p> <p>Their organisation demonstrates a high level of mentoring support across all areas. The mentoring support is based on solid ethical foundations and covers the majority of the focus areas. The mentoring support system and mentoring practices within your organisation could serve as a good, if not best practice model for others. As a guide you could mentor other mentors as well as inspire other volunteer organisations with your example.</p>
	<p>☀ Possible action steps for guides → sustaining and amplifying</p> <ol style="list-style-type: none"> 1. Support volunteers to co-design and lead community-based solidarity or inclusion projects. 2. Establish mentoring circles or networks to spread mentoring practices beyond your organisation. 3. Document and share good practices (e.g., through webinars, publications) to influence other organisations.
	<p>61 - 80 % EXPLORER</p> <p><i>“Actively navigating and expanding boundaries.”</i></p> <p>Explorers are experienced in implementing and carrying out mentoring support and can take advantage of various mentoring practices. They have a clear sense of direction and an openness for new opportunities and innovative approaches in mentoring.</p> <p>Mentoring support within the organisation is based on values and provides meaningful and inclusive support as well as collaboration. Besides this solid base for mentoring support, there are a few areas that may still need more consistency and strengthening. A good strategy to improve is to lean into your ability to learn and grow and to explore new ideas, systems and tools.</p>
	<p>🗺 Possible action steps for explorers → moving toward guide</p>

Worksheet 3: Role-based profiles

	<ol style="list-style-type: none"> 1. Organise ethical dilemma workshops or case discussions to deepen ethical reasoning skills. 2. Facilitate volunteer-led advocacy or equity initiatives within the organisation or community. 3. Build peer mentoring structures to encourage volunteers to support each other’s growth.
	<p>41 - 60 % CARTOGRAPHER</p> <p><i>“Mapping the terrain, connecting ideas.”</i></p> <p>Cartographers bring in some level of experience and show good awareness of needs and values. They are analysing, reflecting on and documenting what works.</p> <p>Their organisation is attempting to develop a structure for mentoring support and tools for mentoring practice, but may still lack consistency or depth across all focus areas of mentoring. A good starting point is probably to extend your mentoring support beyond the core focus areas to increase impact and enhance collaboration</p> <hr/> <p> Possible action steps for cartographers → moving toward explorer</p> <ol style="list-style-type: none"> 1. Develop personalised learning/action plans with each volunteer, co-created and regularly updated. 2. Establish regular reflective check-ins (individual or group) to discuss growth, challenges, insights. 3. Offer small leadership opportunities (e.g., volunteer-led sessions or initiatives) to foster ownership.
	<p>21 - 40 % PATHFINDER</p> <p><i>“Searching for the way, with growing intent.”</i></p> <p>Pathfinders are beginning to lay the groundwork for mentoring support. On an individual level they show motivation and guidance.</p> <p>Their organisation has some support implemented, but the overall approach to mentoring needs clearer frameworks, structure and tools to move forward. A good starting point is here to focus your mentoring support on creating a safe and inclusive environment and facilitating local and cultural integration.</p> <hr/> <p> Possible action steps for pathfinders → moving toward cartographer</p> <ol style="list-style-type: none"> 1. Facilitate reflection sessions with volunteers to explore their personal values and motivations. 2. Introduce a structured mentoring process (e.g., clear goals, timelines, boundaries). 3. Model values explicitly by sharing stories or experiences where values guided your decisions.

Worksheet 3: Role-based profiles



1 - 20 % WANDERER

“Just setting out, seeking direction.”

Wanderers are at the early stages of implementing mentoring support and developing mentoring practices.

Their organisation has some informal support in place but lacks structure, consistency, and/or alignment with ethical and inclusive principles.



Possible action steps for wanderers → moving toward pathfinder

1. Hold a team session to **define and agree on shared mentoring values** (e.g., trust, fairness, support).
2. Create a **basic code of conduct or ethical guidelines** for mentors and volunteers.
3. Start **sharing positive examples** of ethical mentoring in team meetings to raise awareness.

Source: Images have been created with the help of AI.