



CIVET – PILOTING THE GUIDE BOOK

MENTORING

There are many definitions of mentoring. In many cases it takes place over the duration of an academic or vocational course and a relationship is formed between the mentor and the mentee. In the case of the CIVET programme, we considered offering mentoring in the gap between workshops where self directed learning will take place. This is likely to be quite a short time period so mentoring will be quite superficial but could, nonetheless, be very valuable. We agreed that pilot partners could choose whether or not to include mentoring in their programme. Below is a list of what we feel mentoring might include in this context. It does not have to include all of these things.

A mentor should be a colleague of the participant with knowledge of their needs and professional context who is prepared to share concerns, experience and skills.

Mentoring, in the context of this project, might include:

- Observing practice
- Analysis and feedback
- Encouraging self reflection
- Active listening
- Shared learning
- Making suggestions
- Offering guidance
- Evaluation with the mentee
- Providing information
- Brokering access to language staff, VET staff, experienced colleagues for meetings, observations or shadowing
- Questioning and allowing mentee to question
- Giving advice
- Being a ‘critical friend’