

MENTOR



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Introduction

Purpose and objectives

This tool is created under the Erasmus+ project MENTOR for Mentors+ and Mentees to be informed and guided on how to accompany or to be accompanied.

Objectives of the tool:

- To facilitate the mentoring relationship for participants.
- To keep some track of their experiences.
- To understand if something needs to be improved and how to do it.
- To evaluate the relationship between mentors+ and mentees.

Who's who: meet your mentorship pair

Definitions:

Mentees:

A mentee actively seeks guidance and support from a mentor+. They engage in a learning relationship to develop skills, gain insights, and navigate personal or professional challenges, with a focus on adapting to new environments and achieving growth and success, and making the most of their international experience.

As for the responsibilities of mentees, they are expected to actively engage in the mentoring process with an open-mind and eagerness to learn from their mentors+.

Mentor+ are one of the first points of contact for the mentee, offering personal support and addressing immediate concerns. The mentee can discuss a variety of personal challenges with the Mentor+, including issues with roommates, adjusting to a new cultural environment, feelings of homesickness, and managing free time. More generally, a Mentor+ is a trusted advisor who guides individuals through transitions into new cultural or professional environments. They provide both practical and emotional assistance, helping mentees adapt to their surroundings, navigate challenges, monitor progress, and achieve personal and professional growth.

Tutor from Sending Organization (SO): This tutor is the reference person in the home country and from the sending organisation, and can be referred to regarding the bureaucracy, financial and general management of the project, the contact person with the mentor+, any issues with the family and the need of resuming the volunteering stage.

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Tutor from Hosting Organization (HO): If additional assistance is required, the mentee should contact the tutor from the hosting organization (HO) for some situations, and who handles on-site logistics and support. The mentee may need to discuss with this tutor or HO issues such as:

- Clarifications about days off or requests for time off.
- Structural problems or faults in the accommodation.
- Difficulties in completing assigned activities or needing support with work tasks.
- Anything related to the missions and tasks of the project, and planning of activities.
- A need to find local infrastructures (doctors, shops,...)
- Contacting local authorities, institutions or emergency medical support (police, hospitals, immigration office,...)

How to use the tool

The aim of this tool is to facilitate the follow-up of the relationship's meetings, to schedule the next ones and to evaluate the relationship. The tool is for the use of Mentors+ and Mentees only. The HO and SO do not have access to your answers and personal spaces.

How many times do you need to fill the tool?

At every meeting or interaction.

Separation of evaluations:

To maintain your privacy, we will keep evaluations in a separate document. This means your personal reflections and assessments will remain confidential, allowing you to be open and honest in your feedback without any concerns.



I - Initial setup

(One-time completion)

Presentation of Mentor+ and Mentee

The questionnaire designed for you, mentors+ and mentees, helps you understand each other's preferences, interests, hobbies, backgrounds, and shared beliefs. As you share this information, your trust will grow, creating a safe space for open communication. This trust is vital for sustaining your mentoring relationship throughout your mobility journey. Ultimately, the questionnaire fosters meaningful connections and enhances your potential for personal and professional growth.

Questions for Mentee and Mentors+:

1. Personal information:

What is your name?

When were you born?

Where are you from?

What have you done so far? / What are you doing in your life? (working, studying, volunteering)

2. Preferences and personality:

What do you like to do in your free time?

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How would your entourage describe you in 3 words?

If you could choose a superpower, what would it be?

If you were an object, which one would you be? Why?

Which is your favourite food, colour, and place?

If you were stranded on a desert island, what would you take with you?

3. Others:

Anything I should know about you...?

Project details

The questionnaire is designed to collect details about your project, including the program you're participating in, your role, and the duration of your mobility. By understanding these

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specifics, mentors+ can better grasp your motivations and objectives. This form fosters a healthier, more productive relationship between mentors+ and mentees while aligning with the project's expectations.

For mentees only:

1. Project location and duration:

What is the country and city of your project?

How long is the duration of your mobility project?

2. Programme and partner information:

Which programme will you attend? (European Solidarity Corps, Civic Service etc.)

What are your responsibilities or activities about the project? Can you describe them?

Who will you work with?

3. Motivation and expectations:

What is your motivation about this mobility project?

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What are your objectives for this mobility project?

- Be integrated into the new culture/environment.
- Learn/improve a (new) language.
- Find a purpose.
- Get inspired for personal or professional projects.
- Get out of their comfort zone.
- Gain new skills.
- Have a civic/European commitment
- Test yourself before entering the job market
- Gain independence and self-confidence
- Settling abroad
- Helping others
- Feeling fulfilled while having the experience
- Define a career path
- Learn new working methods
- Find new friends.
- Other (please specify): _____

What are your fears and concerns about this project ?

- Loneliness
- Homesickness
- Cultural shock
- Budget management
- Language barrier
- Get out of the comfort zone
- Social adaptation
- Adaptation to the new environment
- Other (please specify): _____

For loneliness → have a face-to-face meeting or try to find another participant from your city/country.

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For homesickness → try to find something from your country, and get in contact with your family and friends

For cultural shock → ask and try to discover as much information as possible about the culture that will host you.

For budget management → download money management applications.

For language barrier → write some new words on sticky notes and hang them around the house. Get into contact with local people and try to learn the language from them.

For getting out of the comfort zone → take small steps and recall the motivation to participate in this project.

For social adaptation → find free local activities to make friends.

To adapt to the new environment → take the time to explore the surroundings and the different places that you might need to know, get to know your area (streets, shops, neighbourhood, public transportation...)

Country details

This chapter aims to explore your motivations for choosing the project country. The details gathered will shed light on your expectations and fears, as well as any prejudices or stereotypes you may hold. The questionnaire provides a comparison between your home country and the project country, highlighting benefits, obstacles, and key cultural do's and don'ts. By aligning your perceptions with the facts shared by mentors+, you can develop a clearer and more accurate understanding of the project and its context.

Questionnaire: Mentee's vision of the country vs facts about the country from mentor+¹.

Section 1: Mentee's perspective

What do you know about the host country?

What do's and don'ts are you aware of in the host country?

¹ Please note that mentor+ may not be located in or originally from the country where the mentee's project takes place. The questions are designed to help mentee gain insights from mentor+'s perspective, whether they share the same country (in-country mentor+) as the project or offer an external viewpoint (out-of-country mentor+).

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Stereotypes and prejudices:

What are the stereotypes/prejudices you have about the host country?

Cultural differences and anticipations:

What cultural differences do you anticipate between your country of origin and the host country?

Understanding culture shock:

How would you describe culture shock?

Section 2: Mentor+'s perspective

What kind of misconceptions and stereotypes have you encountered when being abroad?
How did you deal with it?

How did you deal with the cultural differences when being abroad?

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Have you been to the host country of your mentee?

- Yes
- No

What do's and don'ts in the host country might surprise someone from another country?

What kind of cultural differences (between your country and the mentee's project country) could influence the experience of the mentee?

Practical corner

In this practical corner, mentors+ are invited to share with their mentees links or practical information on various subjects to help them prepare for their international mobility.

SPECIAL REGULATIONS:

GENERAL WEBSITES/GROUPS FOR EXPATS:

PUBLIC TRANSPORTATION:

LOCAL EVENTS/PLACES TO VISIT:

ACCOMMODATION:

FOOD AND BEVERAGES:

LANGUAGES

II - Mentorship relationship

(One-time completion)

A strong mentorship relationship is essential for a successful experience. This connection fosters trust, open communication, and mutual respect. In this section, we will explore the key elements that nurture this bond, helping you to create a supportive environment for personal and professional growth.

1. Expectations and goals:

- What are your expectations from the mentorship relationship?
- Gaining information and insights about the country of my project.
- Guidance and support in my personal and professional growth.
- Guidance and emotional support during challenging times.
- Receiving motivation and encouragement to stay on track with the project.
- Receiving constructive feedback to improve.
- Other (please specify): _____

Can you share specific goals or objectives you'd like to achieve through this mentorship?

- Adapting smoothly to a new culture and environment.
- Expanding my network.
- Gaining new skills or knowledge.
- Receiving advice on making the most of the project.
- Being guided on my learning process.
- Feeling supported during challenges, cultural shock, homesickness...
- Learning how to leverage my international experience for future opportunities.
- Having the support from someone back home who knows the experience type.
- Other (please specify): _____

III - Planning and Calendar: scheduling your path to success

(To be updated as needed)

To plan moments dedicated to mentoring, it is very important to define a precise timing and respect it, choosing the time and the frequency of meetings, according to the needs of the mentee. It is a closed and confidential space, where mentors+ and mentees invest a lot, and for this reason it must always be respected. It can be very useful to already block all meetings in the agenda.

The frequency may vary: the suggestion is not to schedule meetings every day, because it would become a very heavy and complex relationship, and to schedule at least once a month, to maintain consistency in communication and to keep the relationship between mentor+ and mentee alive.

What channels of communication would you like to use?

- Online calls via digital platforms;
- Messages via WhatsApp or other simple and quick chats;
- Calls;
- Exchange of emails;
- Face-to-face meetings.
- Other.

How often should we meet?

To facilitate the planning of mentoring moments, create and fill in a table as follows:

Date	Hour <i>(time zone)</i>	Channel <i>(phone call, WhatsApp call, online meeting, face-to-face meeting...)</i>	Main topic discussed <i>(to be filled out after the meeting)</i>
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IV - Ongoing meeting records

(To be completed for each meeting)

Documenting your journey

In this section, reflect on your recent meeting by noting the date and main topics discussed. Answer creative prompts to express your current mood, from identifying with an animal or emoji to sharing a meaningful song. We'll also explore your expectations and fears regarding your mobility project. This reflection enhances self-awareness and strengthens your mentorship relationship through open dialogue.

Date of the meeting: _____

Main topics discussed: _____

Questions on your actual mood:

How are you today? How do you feel?

Personal: Which is your satisfaction level? Can you explain why? (from 1 - which is the worst feeling ever to 10 - which is the best feeling)

Project related: Which is your satisfaction level? Can you explain why? (from 1 - which is the worst feeling ever to 10 - which is the best feeling)

Specific questions for the mentorship process, to guide the discussions between the mentor+ and the mentee:

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PERSONAL QUESTIONS:

- How would you rate your integration into the country from 1 to 10? (from 1 - which is the worst, to 10 - which is the best)
- Have you met any local people?
- What is the last activity you did? How was it?
- How do you enjoy local cuisine?
- What do you do in your free time?
- Do you do any sports or extra activities?
- Do you feel safe?
- Did you learn some “local language”?
- Do you like your accommodation? (maybe to ask about flatmates?)

PROJECT RELATED QUESTIONS:

- How would you describe your integration into the organization?
- How is your project going?
- Did you take any initiative lately? What kind?
- What was the most recent activity you completed related to your project?
- With whom do you work? (alone, members of organization, beneficiaries: children, elderly, local youth)?
- What are the different tasks you are responsible for?
- What are the difficulties you have been facing?
- What are the achievements you have reached so far?

/! Reminder:

Culture shock can occur in the mentee's host country. So, it's important to be prepared.

It can take more or less time, depending on the person involved, but the key is to deal with your emotions properly and give yourself time to talk about them. Communication comes first!

Here are some tips and tricks on how to deal with the cultural shock:

- Acknowledge your feelings, and share with your mentor+ or your tutor of the HO.
- Get contacts with people of the local community/organization.
- Keep contact with your family.
- (Start to) learn the local language.
- Keep an open-mind regarding the cultural differences.
- Make some research about the local culture.
- List the positives of the local culture.
- Create a cozy living space, in which you can feel like home.

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- Stay active and make plans to go out.
- Create regularly small goals for yourself.
- Make a list of small achievements since you are in the country.
- Do not compare yourself with other volunteers.
- Talk to the other volunteers and ask them tips and tricks.

Perspective for the next meeting: Is there something new you would like to learn, talk or do?

Solving challenges together

Providing tools to investigate issues and potential difficulties during a mentoring session is important for several reasons:

- **Problem prevention and resolution:** it's crucial to identify problems and difficulties as soon as they arise. This prevents negative situations from escalating and helps maintain a positive and productive learning environment.
- **Development of problem-solving skills:** addressing and resolving problems during mentoring sessions helps the mentee to develop problem-solving skills that will be useful beyond the mentoring context. The mentee can carry these skills with him/her long after the sessions end, making him/her more confident and capable in any situation.
- **Continuous improvement:** every challenge is an opportunity to learn and grow. Examining difficulties offers the opportunity to reflect on what could be improved in the mentoring process itself. This continuous improvement ensures that the approach remains effective and is adaptable to meet every need.
- **Personalised support:** each mentee has different needs and challenges. Using tools to investigate problems allows for targeted and personalised support. This means it is possible to address specific difficulties that might not be immediately obvious, giving the personalised needed guidance.

This section should be filled out flexibly:

- **Whenever a problem occurs:** it is essential to complete this section whenever a significant problem or difficulty arises, to document the event and plan corrective actions.
- **Periodic review:** even if no obvious problems are present, it is useful to periodically review this section to reflect on potential improvements and maintain constant monitoring of the mentee's progress.

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In conclusion, filling out this section can be adapted to specific circumstances, but it is essential to do so whenever a problem occurs to ensure effective and timely support.

Do you have some problems at the organization or in everyday life?

- Language barrier
- Logistical aspects
- Cultural differences
- Problems with flatmates
- Misunderstanding with the organization
- Financial
- Social isolation
- Homesickness
- None of the above
- Other (please specify): _____

➔ Did you find a solution?

➔ Did you contact anyone regarding the issue/difficulty encountered?

➔ Anything I can help with?

V - Future project planning: setting your sights ahead

(One-time completion)

Future professional or personal goals

This section looks at the post-mobility period and the period after the mentoring support.

It provides an opportunity to reflect and ask what changes have been made, how the mentee feels at the end of the mobility period and the relationship, how to get back on track and what the mentee's future plans are.

Please, answer to the following questions:

How confident are you in moving back to your home country?

- Very confident.
- Somewhat confident.
- Neutral.
- Not very confident.
- Not confident at all.

What are your future plans?

- Looking for a job.
- Pursuing further studies.
- Volunteering abroad.
- Volunteering in my home country.
- Looking for an internship.
- Undertaking a personal project.
- Travelling.
- Other (please specify): _____

What parts of life abroad do you want to keep or add when you return home?

- New habits or lifestyles.
- Language or cross-cultural skills acquired.
- Professional or social networks established abroad.
- Perspectives or cultural values adopted.
- Other (please specify): _____
- What's going to be difficult when you go back to your home country?

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- Re-adjusting to cultural norms and social expectations.
- Finding employment opportunities.
- Re-establishing social connections and support networks.
- Dealing with reverse culture shock.
- None of them.
- Other (please specify): _____

What support or resources do you think you'll need for your transition back home?

- Job search assistance.
- Psychological support or counselling.
- Professional networking.
- Courses or training on cultural reintegration.
- Other (please specify): _____

What changes do you expect in your relationships with family and friends when you return home after being abroad?

- I expect my relationships with family to remain largely unchanged.
- I anticipate reconnecting with friends and strengthening those relationships.
- I foresee some challenges in reconnecting with family members due to changes in dynamics or expectations.
- I worry about feeling disconnected from my friends, as our experiences may have diverged during my time away.
- I'm uncertain how my relationships with both family and friends will evolve, and I'm open to whatever changes may come.
- I'm ready to accept that some friendships might not be the same or end.
- Other (please specify): _____

Do you have any other topics, concerns, or areas you would like to discuss?

/!\ Reminder:

(Reverse) Culture shock can also occur on return to the mentee's home country. So it's important to be prepared.

It can take more or less time, depending on the person involved, but the key is to deal with your emotions properly and give yourself time to talk about them. Communication comes first!

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Here are some tips and tricks:

- Keep contact with people in the host country.
- Make some videos or print pictures of your experience to share around you.
- Organize a small event/workshop to present your experience to other young people or to your local community.
- Acknowledge your feelings and share with your mentor+ (if you decided to keep contact) or your tutor of SO.
- Take your time.
- Organize your time at least one month after coming back to your home country (visits, appointments, social time,...).
- Keep some of your habits you had in your hosting country, to not have a strong change of lifestyle / or keep the same lifestyle that you had in your hosting country, if it's possible.

VI - Individual Evaluations: reflecting on your growth

(Separate document)

To be completed individually by both mentor+ and mentee to ensure confidentiality.

Mid-term evaluation: assessing your progress

TO BE COMPLETED BY THE MENTEE

The mid-term evaluation is a strategic evaluation in the mentor+-mentee relationship, providing an opportunity to assess how the relationship is progressing. It also serves as a reminder of each person's goals. As a mentee, you can make a summary about the previous meetings, evaluate the process, and what should be done differently.

Please, answer to the following questions:

Expectation for the future meetings

What do you think of the frequency of the meetings you had?

- Too often.
- Often
- Occasionally
- Rarely
- Well-Balanced
- Other (please specify): _____

What communication channel(s) did you use for the meetings?

- In-person.
- Video conference (e.g., Zoom, Skype).
- Phone call.
- Messaging via phone applications (Whatsapp, Messenger).
- Other (please specify): _____

What topics did you discuss during your meetings?

- Ongoing project: activities.
- Project environment: integration, relationships...
- Skills development.
- Future professional path /plans.

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- Challenges faced.
- Questions and advices.
- Mentoring relationships.
- Other (please specify): _____

Were your expectations as a mentee met?

- Yes, completely.
- Partially.
- No.
- Other (please specify): _____

How useful did you find the tools used (e.g., documents, software, etc.) for your development?

- Very useful.
- Useful.
- Slightly useful.
- Not useful at all.

How would you rate the mentor+'s availability and responsiveness to your questions and concerns?

- Excellent.
- Good.
- Fair.
- Poor.

Were the goals and expectations of the mentorship relationship clearly defined and communicated?

- Yes, very clear.
- Somewhat clear.
- Not very clear.
- Not clear at all.

How effective was the mentor+ in providing constructive feedback and guidance?

- Very effective.
- Moderately effective.
- Slightly effective.
- Not effective at all.

Do you feel that you have made progress and grown professionally as a result of this mentorship relationship?

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- Yes, very significantly.
- Yes, somewhat.
- No, not really.
- Other (please specify): _____

How would you describe the general dynamic and the relationship between you and your mentor+?

- Excellent.
- Good.
- Fair.
- Poor.

Did the mentor+ demonstrate a commitment to diversity and inclusion in their mentorship approach?

- Yes, strongly.
- Yes, to some extent.
- Not really.
- I'm not sure.
- Other (please specify): _____

Expectations about the future:

Do you have any suggestions for improving the mentor+/mentee relationship or the mentorship process in general?

Are there specific topics you would like to address in future mentorship sessions?

Would you prefer a specific meeting format for future mentorship sessions?

- In-person.
- Virtual (e.g., video conference).
- Phone.
- Emails.

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- Any, as long as it fits my schedule.
- Other (please specify): _____

How often would you like to have mentorship meetings?

- Weekly.
- Bi-weekly.
- Monthly.
- Other (please specify): _____
- Anything else to add:

TO BE COMPLETED BY THE MENTOR+

The mid-term evaluation is a strategic evaluation in the mentor+-mentee relationship, providing an opportunity to assess how the relationship is progressing. It also serves as a reminder of each person's goals. As a mentor+, you can make a summary about the previous meetings, evaluate the process, and what should be done differently.

Please, answer to the following questions:

Expectation for the future meetings

What do you think of the frequency of the meetings you had with your mentee?

- Too often.
- Often
- Occasionally
- Rarely
- Well-Balanced
- Other (please specify): _____

What communication channel(s) did you use for the meetings?

- In-person.
- Video conference (e.g., Zoom, Skype).
- Phone call.
- Messaging via phone applications (Whatsapp, Messenger,..).
- Other (please specify): _____

What topics did you discuss during your meetings?

- Ongoing project: activities.
- Project environment: integration, relationships...
- Skills development.

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- Future professional path /plans.
- Challenges faced.
- Questions and advices.
- Mentoring relationships.
- Other (please specify): _____

Were your expectations as a mentor+ met?

- Yes, completely.
- Partially.
- No.
- Other (please specify): _____

How useful did you find the tools used (e.g., documents, software, etc.) for the mentoring process?

- Very useful.
- Useful.
- Slightly useful.
- Not useful at all.

How would you rate the mentee's availability and responsiveness to your questions?

- Excellent.
- Good.
- Fair.
- Poor.

Were the goals and expectations of the mentorship relationship clearly defined and communicated?

- Yes, very clear.
- Somewhat clear.
- Not very clear.
- Not clear at all.

Do you feel that you have made progress and grown professionally as a result of this mentorship relationship?

- Yes, very significantly.
- Yes, somewhat.
- No, not really.

How would you describe the general dynamic and the relationship between you and your mentee?

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- Excellent.
- Good.
- Fair.
- Poor.

Did the mentee demonstrate a commitment to diversity and inclusion in their mentorship process?

- Yes, strongly.
- Yes, to some extent.
- Not really.
- I'm not sure.

Expectations about the future:

Do you have any suggestions for improving the mentor+/mentee relationship or the mentorship process in general?

Are there specific topics you would like to address in future mentorship sessions with your mentee?

Would you prefer a specific meeting format for future mentorship sessions?

- In-person.
- Virtual (e.g., video conference).
- Phone.
- Emails.
- Any, as long as it fits my schedule.
- Other (please specify): _____

How often would you like to have mentorship meetings with your mentee?

- Weekly.
- Bi-weekly.

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- Monthly.
- Other (please specify): _____

Anything else to add:

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Final evaluation: celebrating achievements and insights

TO BE FILLED IN BY THE MENTEE

The final evaluation brings the mentor+/mentee relationship to a close. It provides an opportunity to review the benefits of the relationship, what went well and what didn't, what could have been done differently and what could have been improved.

Please, answer to the following questions:

What do you think of the frequency of the meetings you had?

- Too often.
- Often
- Occasionally
- Rarely
- Well-Balanced
- Other (please specify): _____

What communication channel(s) did you use for the meetings?

- In-person.
- Video conference (e.g., Zoom, Teams).
- Phone call.
- Messaging via phone applications (Whatsapp, Messenger..).
- Other (please specify): _____

What topics did you discuss during your meetings?

- Ongoing project (activities, relationship).
- Skills development.
- Future professional path /plans.
- Challenges faced.
- Question and advice.
- Other (please specify): _____

Were your expectations as a mentee met?

- Yes, completely.
- Partially.
- No.

How useful did you find the tools used (e.g., documents, software, etc.) for your development?

- Very useful.

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- Useful.
- Slightly useful.
- Not useful at all.

How would you rate the mentor's availability and responsiveness to your questions and concerns?

- Excellent.
- Good.
- Fair.
- Poor.

Were the goals and expectations of the mentorship relationship clearly defined and communicated?

- Yes, very clear
- Somewhat clear
- Not very clear
- Not clear at all

How effective was the mentor+ in providing constructive feedback and guidance?

- Very effective.
- Moderately effective.
- Slightly effective.
- Not effective at all.

Do you feel that you have made progress and grown professionally as a result of this mentorship relationship?

- Yes, very significantly.
- Yes, somewhat.
- No, not really.

How would you describe the overall dynamics and relationship between you and your mentor+?

- Excellent
- Good
- Fair
- Poor

Did the mentor+ demonstrate a commitment to diversity and inclusion in their mentorship approach?

- Yes, strongly.

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- Yes, to some extent.
- Not really.
- I'm not sure.

Do you believe that this mentorship relationship will have a lasting impact on your personal life?

- Strongly agree.
- Agree.
- Neutral.
- Disagree.
- Strongly disagree.

Do you believe that this mentorship relationship will have a lasting impact on your professional life?

- Strongly agree.
- Agree.
- Neutral.
- Disagree.
- Strongly disagree.

Would you like to become a mentor+?

- Yes
- No
- Not yet
- Maybe

Anything else to add:

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TO BE FILLED IN BY THE MENTOR+

The final evaluation brings the mentor+/mentee relationship to a close. It provides an opportunity to review the benefits of the relationship, what went well and what didn't, what could have been done differently and what could have been improved.

Please, answer to the following questions:

What do you think of the frequency of the meetings you had?

- Too often.
- Often
- Occasionally
- Rarely
- Well-Balanced
- Other (please specify): _____

What communication channel(s) did you use for the meetings?

- In-person.
- Video conference (e.g., Zoom, Teams).
- Phone call.
- Messaging via phone applications (Whatsapp, Messenger,..).
- Other (please specify): _____

What topics did you discuss during your meetings?

- Ongoing project (activities, relationship).
- Skills development.
- Future professional path /plans.
- Challenges faced.
- Question and advice.
- Other (please specify): _____

Were your expectations as a mentor+ met?

- Yes, completely.
- Partially.
- No.

How useful did you find the tools used (e.g., documents, software, etc.) for the mentoring process?

- Very useful.
- Useful.
- Slightly useful.

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- Not useful at all.

How would you rate the mentee's availability and responsiveness to the discussions?

- Excellent.
- Good.
- Fair.
- Poor.

Were the goals and expectations of the mentorship relationship clearly defined and communicated?

- Yes, very clear
- Somewhat clear
- Not very clear
- Not clear at all

Do you feel that you have made progress and grown professionally as a result of this mentorship relationship?

- Yes, very significantly.
- Yes, somewhat.
- No, not really.

How would you describe the overall dynamics and relationship between you and your mentee?

- Excellent
- Good
- Fair
- Poor

Did the mentee demonstrate a commitment to diversity and inclusion in their mentorship process?

- Yes, strongly.
- Yes, to some extent.
- Not really.
- I'm not sure.

Do you believe that this mentorship relationship will have a lasting impact on your personal life?

- Strongly agree.

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- Agree.
- Neutral.
- Disagree.
- Strongly disagree.

Do you believe that this mentorship relationship will have a lasting impact on your professional life?

- Strongly agree.
- Agree.
- Neutral.
- Disagree.
- Strongly disagree.

Would you like to be a mentor+ again?

- Yes
- No
- Not yet
- Maybe

Anything else to add:

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ADICE

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ASPEm

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