

Good Start in the Mentoring Process for Mentors



UNI
FREIBURG

Successful conversation is the basis of a good and long-lasting relationship between mentor and mentee. In order to build a good relationship and to share things successfully with each other, please pay attention to the following aspects while talking to your mentee:

1) Basic Attitude of Respect

Make sure that you give the person in front of you an open, accepting and appreciative attitude. This invites people to contribute their own topics and to build a trustworthy relationship.

2) Authenticity

Be authentic and pay attention to your body language. Also, truly reflect on what your mentee is saying. You can relate their experience to your own by sharing personal experiences and insights you have may already faced personally that are similar to theirs.

3) Empathy

Consistently put yourself into your mentee's shoes. By doing so, it will be easier to understand their thoughts, feelings, and you will be able to relate to their experiences better overall.

"I liked exchanging experiences and seeing how my mentee increasingly became confident in Freiburg and in university!"
(Mentor)



"It is important and very helpful for internationals to have a specific person to talk to if they have troubles and questions!"
(Mentor)

Source: ROGERS, CARL R. (1972): Die nicht direkte Beratung. Counselling and Psychotherapy. München.

Mentoring
Intercultural

Good Start in the Mentoring Process for Mentors



UNI
FREIBURG

Methods for building relationships

Proposal 1: Walking together

- Go for a walk together and exchange personal and professional topics, e.g. both of you could tell how you got motivated to participate in the Intercultural Mentoring Program.
- Often it is easier to talk about things you feel confident with – think about topics that you and your partner might have in common.

Proposal 2: The board of expectations

- Collect your own expectations with the support of metaplan-cards.
- Make a note, e.g. of your “fears or limitations” on red cards and your “hopes and desires” on green cards. The formulation of the questions should be simple and clearly stated, e.g. „What do I expect from mentoring?“, „What do I want to learn from here?“ or „What should not happen in any case?“
- Together, create a board of expectation(s) after discussing single cards and assembling them to an overall picture.
- Keep the results fixed.
- Before you meet up again, think about what every party can contribute to realize all the wishes and avoid fears. Write the ideas on additional, e.g. white cards.

Albert Ludwigs-Universität Freiburg - Service Center Studium Intercultural Mentoring

Kerstin Steiger-Merx (Mrs.)

Coordination

Mail: steiger-merx@service.uni-freiburg.de

Web: <https://www.mentoring.uni-freiburg.de/intercultural>

Mentoring

Intercultural

GEFÖRDERT VOM



Bundesministerium
für Bildung
und Forschung

This project is supported by funding from the Federal Ministry of Education and Research under the funding code 01PL16007. Responsibility for the contents of this publication rests with the author.