Good Start in the Mentoring Process for Mentees

The quality of the relationship between mentors and mentees mirrors the outcome of the mentoring process.

Work in a confidential manner
The information exchanged in the context of the mentoring process must be treated confidentially. This, of course, also applies to personal information received from your mentor.

Take optimal advantage of your chance
As a mentee, make your contribution to a successful mentoring relationship by reaching out to your mentor.

Give constructive response
Tell your mentor if information is useful, but also give feedback if conversations do not lead to the desired outcome that is useful for you.

Show interest and engagement
Come to the meetings as best prepared. The more you contribute and prepare your own topics in advance, the more you will benefit from the joint meetings as well.

Express your expectations and fears
In the preparation of the first meeting you should think about objectives linked to the whole mentoring process. It is central to think about expectations and fears regarding the mentoring relationship. You can use the document “Finding and Setting Personal Goals” attached hereto.

Be reliable
By exchanging information within the whole mentoring process, it is important to appear and to be on time. If a meeting is short-term cancelled, such an incident should be an absolute exception, as it reduces the motivation of the mentors if he or she knows that you set your priorities in the short term otherwise.

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Im Grunde sind es immer die Verbindungen mit Menschen, die dem Leben seinen Wert geben.”
(Wilhelm von Humboldt)
Methods for building relationships

Proposal 1: The board of expectations

- Collect your own expectations with support of metaplan-cards.
- Make a note of, e.g. of your fears and limitations on red cards and your hopes and desires on green cards. Please ensure that you have enough cards so that every specific content gets its own “space”. 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. With this, you should take all fears and limitations very seriously.
- 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.

Thus, you are actively working on how to deal with each other and get ideas for topics to discuss or activities which you could plan or do together.

Proposal 2: 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.
- Inquire about the resources of your counterpart – often it is easier to talk about things you feel confident with.

Kompetenznetzwerk
Studierendenmentoring

The Kompetenznetzwerk Studierendenmentoring (student mentoring competence network), founded in 2012, promotes various mentoring programs, including different target groups and experience levels. More than 6,000 mentees have been supported in their personal and professional development.

Intercultural mentoring is one of the programs initiated by the student mentoring competence network. Within this program experienced students (mentors) support international students at the beginning of their studies (mentees) on a personal, professional and social basis for one term.

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