

### **What is meant by a mentor?**

A mentor is defined as somebody who imparts wisdom and shares knowledge to somebody less experienced than them. Mentoring need not be strictly structured, and many people are mentors even if they don't necessarily label themselves in this way. Mentoring can take place simply in irregular and short conversations between a coach and a Young Leader, and could consist of praise, constructive criticism and discussing areas of development.

### **What is the mentor required to do?**

Due to the nature of mentoring, a strict programme cannot be set; however, we would expect mentors to consider the following;

- To listen and be supportive of the Young Leader
- Provide non-judgmental support
- Provide guidance on issues raised
- Help to set and clarify goals
- Pass on knowledge and experience

### **How can the mentor do this?**

The mentor could;

- Have regular meetings with the Young Leader
- Observe and feedback to the Young Leader after sessions
- Have direct short contact through telephone calls, text messages, video-conferencing or social media
- Ask for a submission of session plans and other materials to help assess and provide feedback for.

Mentoring is not limited to these suggestions but these would be a good starting point. You will need to take into account how well you know your mentee as well as the time you have available and your expertise when building a working relationship with your mentee, as these will be key factors which will impact on their progression.

### **Logbook**

Each mentee will be issued with a logbook after attending the National Young Coaches Academy (NYCA) which will initially be a record of their thoughts from the academy, but will also offer reflection activities and a section for them to record their aims and achievements for 3, 6, 9 and 12 months allowing them to set future goals and progress through them.

These logbooks should aid in the process of creating a focus for the mentor and mentee.