

***Go for Gold!***  
Young Women's Mentoring Program

# Mentee Welcome Pack



The *Go for Gold!* Mentoring Program is an opportunity to further equip and empower the next generation of young women in Victoria to succeed in the workplace and beyond. It is a bridge between corporate & enterprise Australia and outstanding young people doing Duke of Ed!

## Mentoring

*Mentoring empowers you to reach your fullest potential!*

### What is mentoring?

Mentoring at its core is relational. It is a relational partnership based on trust and respect between someone more experienced, and someone eager to learn and develop personally and/or professionally. Saying that, mentoring should also be understood as reciprocal. Its relational nature means both the mentor and mentee grow through the relationship. It is two-way learning.

Mentoring provides a structured and trusting relationship that brings young people together with caring individuals who offer guidance, support and encouragement. Coaching and tutoring are not mentoring. Mentoring focuses on the relationship while coaching and tutoring focus on skills, performance and targets.

### Being mentored

#### Why having a mentor is such an awesome opportunity!

There are many benefits. Here are just a few of the things you can get out of mentoring;

- More confidence
- Support and encouragement
- Greater understanding of education, training and career opportunities
- New skills, knowledge and perspectives
- More doors into new networks
- Clearer idea about what you want to do in the future/career development

However, the benefits on each person are unique and vary from relationship to relationship. You will grow and learn a huge amount from your mentor's experience which can shape your journey in a big way. Mentors often get a lot out of giving back and investing in young people, and are usually always energised and inspired from the relationship.

## Best practice mentoring elements

We've identified seven areas of best practice

### *Mentoring as a journey*

Mentoring is a process. While it's important to have a clear purpose and goals, the destination isn't the focus – it's the journey that really counts.

### *Strengths based*

A strengths based approach means that your Mentor will focus on your strengths and interests, as opposed to focusing on problems or negatives. They'll understand that your growth is holistic and look for opportunities that complement who you are and your passions.

### *Mentee driven/young person focused*

Your mentor will be focused on your growth. They'll want to help you reach your fullest potential, and to do that you need to take ownership in the relationship and shape what you get out of it. Just be open and honest with your mentor, and let them know the areas you're interested in and would like to talk about/grow in.

### *Trust and respect*

The best mentoring relationships have very high levels of trust and respect. To build trust and respect with your mentor just be yourself. Be real. To build respect listen and learn from your mentor and value the time they take to meet with you.

### *Reciprocal and relational in nature*

Two-way learning is where it's all at. No matter how much experience your mentor might have, there is always something they can learn from you. There's no need to feel intimidated by your mentor. They're just another person like you.

### *Clear purpose*

From the first time you meet it's really important to set a clear purpose for the relationship. What would you both like to get out of the relationship? Is the focus personal or professional growth? Would you like to focus on some key areas (i.e. time management, leadership, or a particular skill like public speaking)? Set some clear goals around your focus areas and go back over these every 2-3 months to see how you're progressing.

### *Structure*

Structure gives feet to your relationship. It's important both you and your mentor work out how often you'd like to meet and where is best to meet. We recommend that meeting in a café, rather than their office/home, is best to ensure the focus is on your time together.

## Go for Gold! Mentee

**Role:** *Go for Gold!* Mentee

**Role type:** Volunteer

**Time commitment:** 2-4 hours per month

**Duke of Ed support:** Program and Relationship Coordinator

**Role Description:** Grow as a leader and young person through a mentoring relationship with a business, industry or enterprise leader.

### Skills and abilities:

- Currently completing Silver or Gold Duke of Ed Award
- Eager to learn and grow through mentoring
- Desire to develop new skills and knowledge
- Positive attitude to personal growth
- Demonstrated leadership
- Good communication
- Reliable and able to commit to the relationship

### Responsibilities:

- Meet up with matched mentor at least once every 6 weeks – 2 months
- Communicate with mentor to organise meetings
- Lead and guide conversation. Shape the relationship around what you'd like to learn and grow in.
- Come prepared to meetings with a pre-discussed topic/area in mind for conversation
- Work with your mentor to develop a clear purpose and goals for the relationship, and look back on these every 2-3 months
- Be open. Enjoy learning from and growing with a mentor.
- Touch base with Duke of Ed when you'd like to share stories about your mentoring experience, or if there are any issues or challenges

## *Go for Gold! Matching*

### For Mentees

Name School  
Date of birth Contact number  
Email  
Address

What skill, service and physical recreation are you completing for your Silver/Gold Award?

Why would you like a mentor?

How do you think it would help you to grow as a leader?

What would you like to learn from a mentor?

List 3 personal development areas (i.e. public speaking, business skills, time management, writing)

What are 3 of your interests? (i.e. photography, surfing, entrepreneurship, science)