

MENTORING DESIGN JOURNEY

BRI THE GAP **GING**



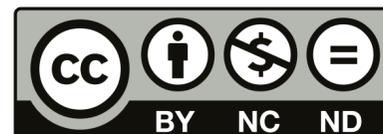
Co-funded by the
Erasmus+ Programme
of the European Union

Grant Agreement nr. 2018-1-UK01-KA204-048044



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The Mentoring Design Journey was developed thanks to the cooperation of European organisations operating within the sectors of entrepreneurial education and professional training and development of artists, creatives and cultural operators, as part of the European project “Bridging The Gap”, funded by the European Commission’s ERASMUS PLUS programme.

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RINOVA
innovate, create & regenerate

mh
materahub



PROMALAGA **pdlo**
de contenidos
digitales

ΔΗΜΗΤΡΑ
εκπαιδευτική συμβουλευτική

fundacja
arteria

What it means to be a mentor

In our lives we all need people to help us understand the world and ourselves, to teach us a job and how to face new challenges.

A mentor helps at different stages of life, to guide, accelerate learning processes and knowledge transfer.

We need many mentors for different moments of our professional and personal growth.

If we have had many mentors, it is important that we also become mentors, not only to give back what we have given, but also because a **mentorship experience will enrich us**: transferring our experiences and knowledge to a mentee helps us to know ourselves better.



Main missions of a mentor

The Mentor has several important missions as well as responsibilities towards mentees



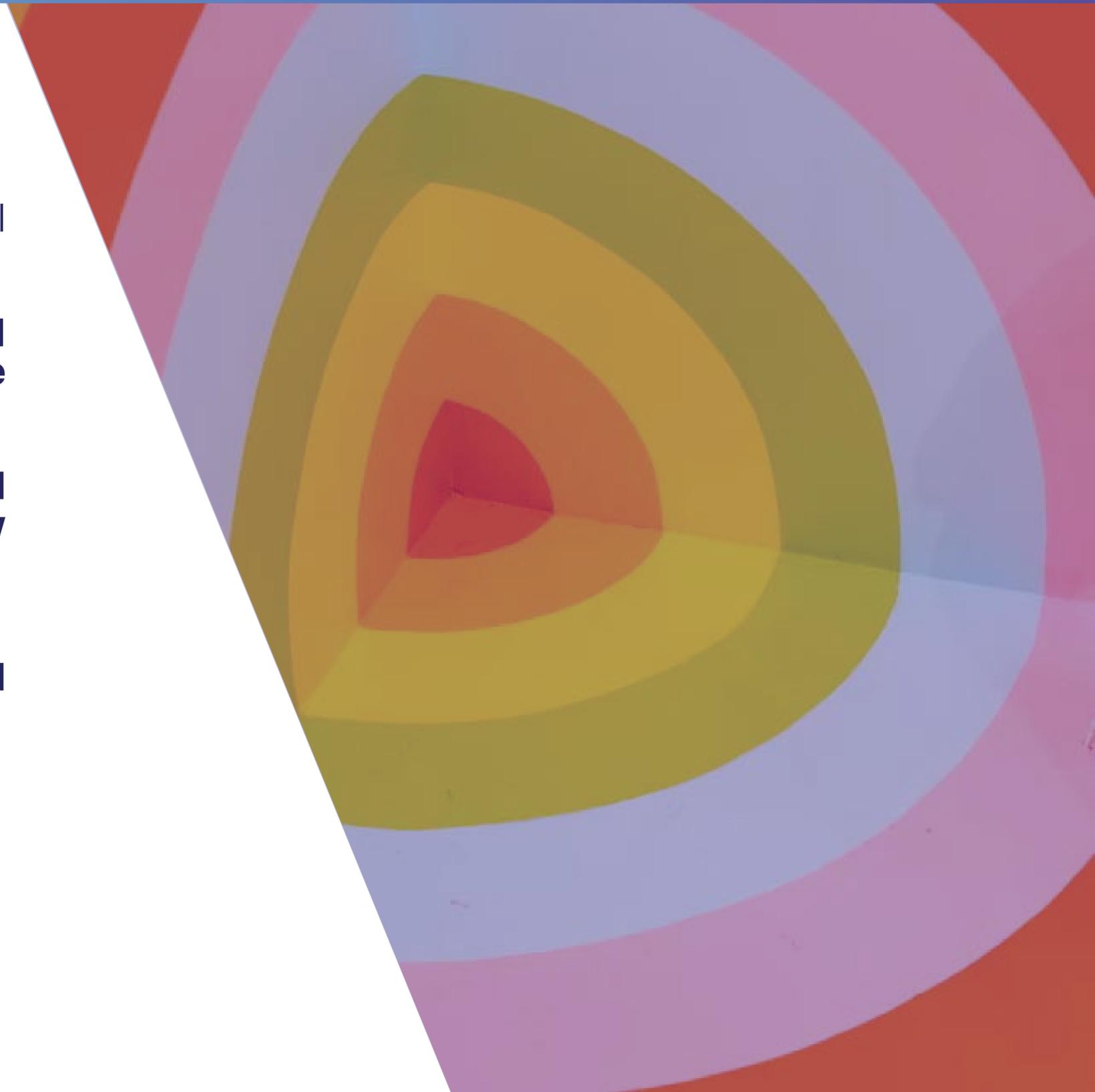
understanding changes, share strategies to deal with them and transfer knowledge and experience



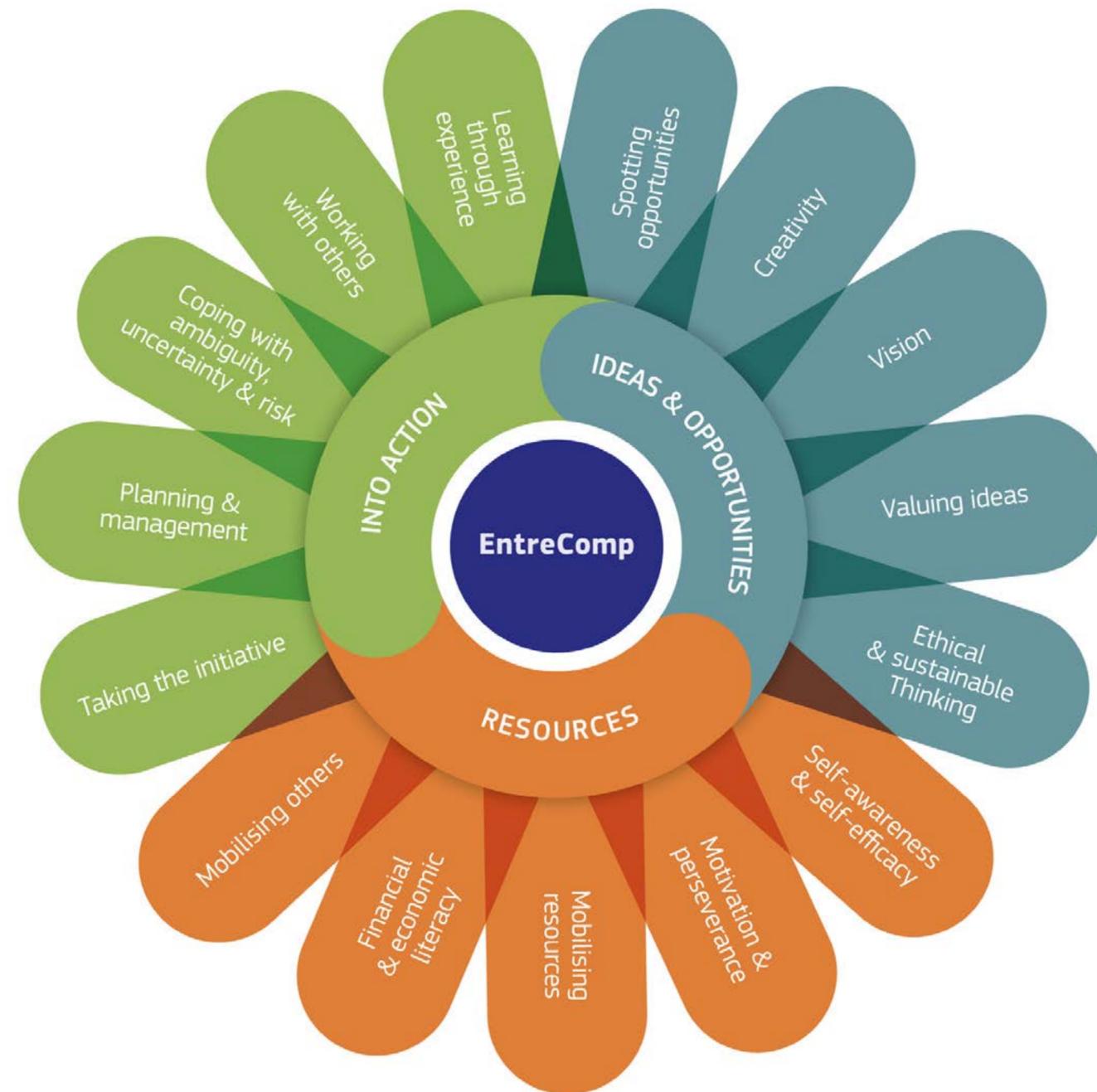
supporting mentees in their personal and professional growth and in the creation of new projects



helping mentees to bring out their strengths and develop their projects



Skills for mentoring



A mentor can speed up the growth of mentees' entrepreneurial skills at different points and moments in their career path.

Since 2016, the European Commission has been promoting the **ENTRECOMP framework**, which brings together the 15 key entrepreneurial competences that need to be developed and coached from school to work!

We should all improve our entrepreneurial skills, not only those who run a business!

Even a mentor can improve his or her entrepreneurial skills through experience with a mentee.

For more information on Entrecomp, we suggest you read more here - entrecompeurope.eu

3 steps process

IDEA GENERATION (PRE-SEED)

IDEAS & OPPORTUNITIES



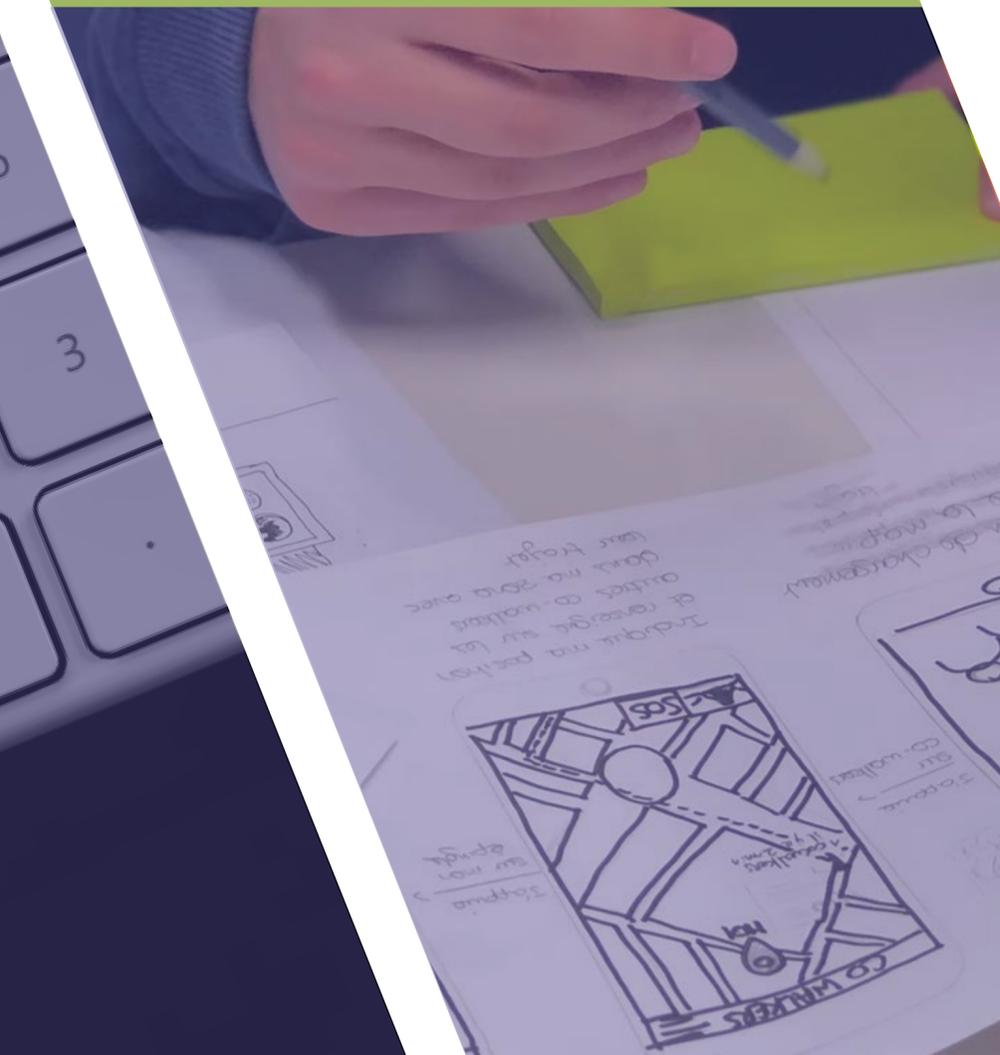
BUSINESS MODELLING (SEED)

RESOURCES



PROTOTYPING & MARKET TEST (EARLY STAGE)

INTO ACTION

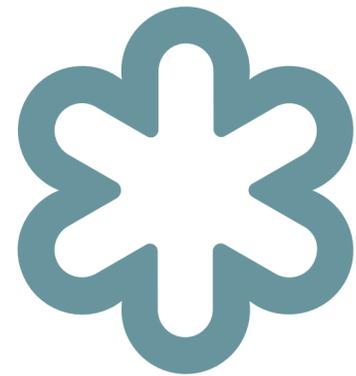


Here are the 3 steps in which a mentor can accompany the acceleration of a project idea and the professional growth of an aspiring entrepreneur

A mentor who has to build a mentorship pathway, in each of the 3 steps mentioned in the previous slide, can use the EntreComp framework to set up his/her process/pathway of activities with mentees



Idea generation



Competences to be developed in the mentoring process for aspiring entrepreneurs who are in the idea generation phase

SPOTTING OPPORTUNITIES

Use imagination and abilities to identify opportunities for creating value

CREATIVITY

Develop creative ideas

VISION

Work towards vision of the future

VALUING IDEA

Make the most of ideas and opportunities

ETHICAL & SUSTAINABLE THINKING

Assess the consequences and impact of ideas, opportunities and actions

SPOTTING OPPORTUNITIES

How do you guide mentees in identifying and seizing opportunities to create value according to the cultural context of the project?

How do you guide them to identify needs and challenges that need to be met?

How do you encourage them to create new connections and collaborations to generate opportunities and create value?

CREATIVITY

How do you guide mentees in creating projects that solve real challenges?

How do you stimulate them to use innovative approaches and methods?

VISION

How do you help mentees to have a long-term vision in their projects?

How do you suggest and support them in choosing the tools to turn their ideas into sustainable paths and actions?

ETHICAL & SUSTAINABLE THINKING

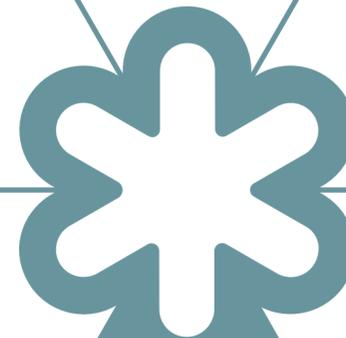
How do you support mentees to undertake their creative project and achieve rewards?

How do you help them to set sustainable goals?

VALUING IDEA

How do you help mentees to generate social (socio-cultural/ecological/economic) value through their initiative?

How do you help them to build measurable impacts and for whom?

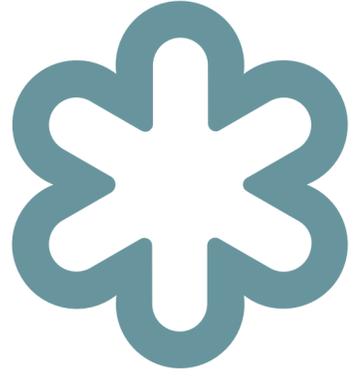


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Create your mentoring journey!

Compile a list of actions and activities that you should submit to your mentees to help them improve their skills and implement their creative project

SPOTTING OPPORTUNITIES

CREATIVITY

VISION

VALUING IDEA

ETHICAL & SUSTAINABLE THINKING

SPOTTING OPPORTUNITIES

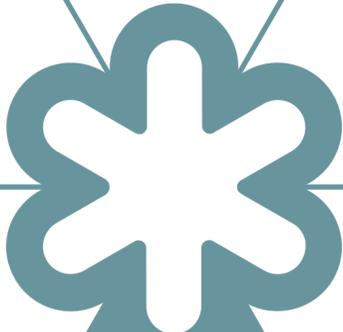
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CREATIVITY

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VISION

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ETHICAL & SUSTAINABLE THINKING

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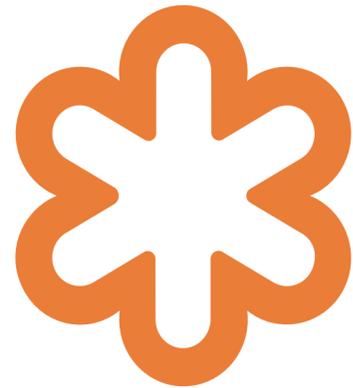
VALUING IDEA

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1 2 3 4 5

How much did your mentor help you to improve these competences?
Please evaluate your work from 1 to 5

Assessing mentees

Business modelling



Competences to be developed in the mentoring process for aspiring entrepreneurs who are in the business modelling phase

COPING WITH UNCERTAINTY, AMBIGUITY & RISK

Make decisions dealing with uncertainty, ambiguity and risk

SELF AWARENESS & SEFL EFFICACY

Keep developing

FINANCIAL & ECONOMIC LITERACY

Develop financial and economic know how

MOTIVATION

Stay focused and don't give up

MOBILIZING RESOURCES

Gather and manage the resources you need

COPING WITH UNCERTAINTY, AMBIGUITY & RISK

How do you train your mentees to manage fast-moving situations quickly and flexibly?

How do you prepare them to imagine scenarios that include solutions, prototypes or tools to reduce the risk of failure?

SELF AWARENESS & SELF EFFICACY

How do you measure the strengths and weaknesses of your mentorship?

What are your aspirations and ideas as a mentor?

FINANCIAL & ECONOMIC LITERACY

How do you support mentees in estimating costs and making strategic financial analyses to turn an idea into a value-creating activity?

How do you support them in planning and implementing activities over time in a sustainable way?

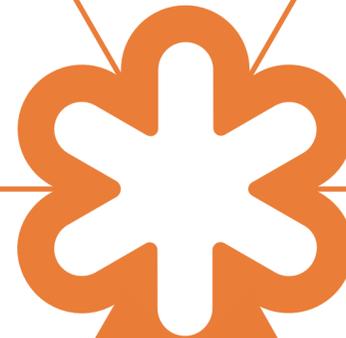
MOTIVATION

How do you guide the mentees in staying focused and not giving up in difficult moments?

MOBILIZING RESOURCES

How do you guide mentees in choosing the material, non-material and digital resources needed for their creative project?

How do you help them define what skills are needed to manage and deal with each stage, including the technical, legal, fiscal and digital aspects of the process?



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COPING WITH UNCERTAINTY, AMBIGUITY & RISK

SELF AWARENESS & SELF EFFICACY

FINANCIAL & ECONOMIC LITERACY

MOBILIZING RESOURCES

MOTIVATION

COPING WITH UNCERTAINTY, AMBIGUITY & RISK

1 2 3 4 5

SELF AWARENESS & SELF EFFICACY

1 2 3 4 5

FINANCIAL & ECONOMIC LITERACY

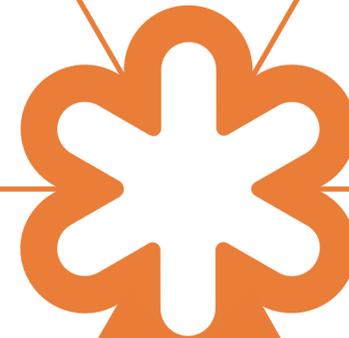
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MOTIVATION

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MOBILIZING RESOURCES

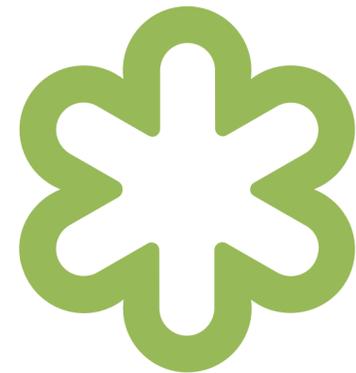
1 2 3 4 5



How much did your mentor help you to improve these competences?
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Assessing mentees

Prototyping & market test



Competences to be developed in the mentoring process for aspiring entrepreneurs who are in the prototyping & market test phase

LEARNING THROUGH EXPERIENCE

Learning, testing and improving

MOBILIZING OTHERS

Inspire, enthuse and get others on board

TAKING THE INITIATIVE

Go for it

PLANNING AND MANAGEMENT

Prioritize, organize and follow-up

WORKING WITH OTHERS

Team up, collaborate and network



LEARNING THROUGH EXPERIENCE

How do you help mentees to monitor their work, reflect on their actions and learn from experience?

TAKING THE INITIATIVE

How do you guide mentees to initiate processes and take initiative in a strategic way?

MOBILIZING OTHERS

How do you support mentees in becoming more assertive to engage the right people to help them realise their creative project?

PLANNING AND MANAGEMENT

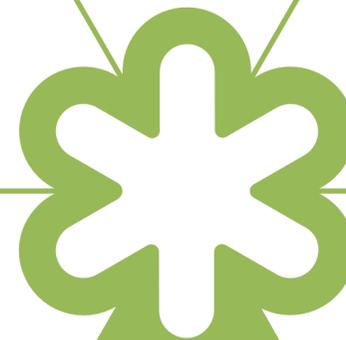
What tools do you use to support mentees in defining their priorities and strategic action plans to start their creative project?

WORKING WITH OTHERS

How do you stimulate mentees to teamwork and collaboration with others for effective action?

How do you help them expand their network with key people and organisations?

How do you support them in resolving conflicts and negotiating with first customers and suppliers?

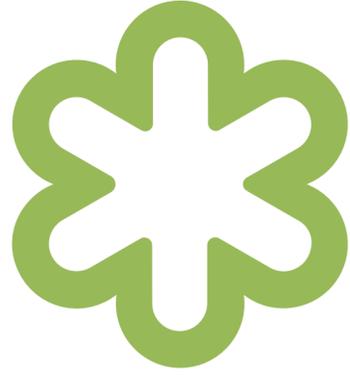


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LEARNING THROUGH EXPERIENCE

TAKING THE INITIATIVE

MOBILIZING OTHERS

WORKING WITH OTHERS

PLANNING AND MANAGEMENT

LEARNING THROUGH EXPERIENCE

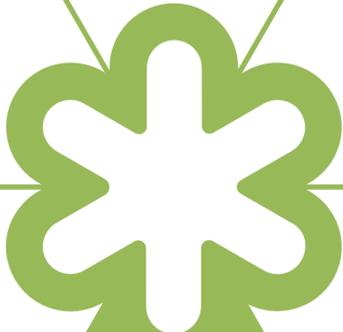
TAKING THE INITIATIVE

MOBILIZING OTHERS

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PLANNING AND MANAGEMENT

WORKING WITH OTHERS

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1 2 3 4 5

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Assessing mentees

UX Compendium to support Mentors

The **UX Compendium** was created in the project BtG to tell stories about the process of mentoring in the context of advising young people with creative and entrepreneurial potential to develop sustainable routes out of disadvantage and unemployment.

It consists of **online materials based upon participant experiences** of the peer mentoring process and reflections on the testing of specific learning methodologies and tools. UX Compendium reflects the voices of Mentors and Mentees and it provides illustrations and examples of how the process of mentoring and informal learning takes place. We hope it will familiarise you with the learning methodologies and tools.

[GO TO THE UX COMPENDIUM](#)



Job and transnational mobility opportunities

The EU supports matches between mentors and mentees through several transnational mobility programmes, which are very effective and easy to approach.

Here are some effective programmes



Launched in 1994, EURES is a European cooperation network of employment services, designed to facilitate the free movement of workers.

Erasmus for Young Entrepreneurs

Erasmus for Young Entrepreneurs helps provide aspiring European entrepreneurs with the skills necessary to start and/or successfully run a small business in Europe. New entrepreneurs gather and exchange knowledge and business ideas with an experienced entrepreneur,



Credits

To have access to other selected contents and tools for mentors, you can visit the project website

www.bridgingthegapeurope.com

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THE GAP



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