

# MULTICULTURAL MENTORING

Formal knowledge and skills sharing is valuable for multicultural community organisations. They benefit from professional development by introducing new approaches and skills to new and long term personnel. Mentoring is a series of interactions where professional skills and knowledge are shared with feedback provided. Here is a guide on how to conduct a successful mentoring partnership.

## THE ROLE OF A MENTOR

- Share experiences, knowledge and skills
- Challenge the mentee
- Listen
- Guide
- Provide feedback

## THE ROLE OF A MENTEE

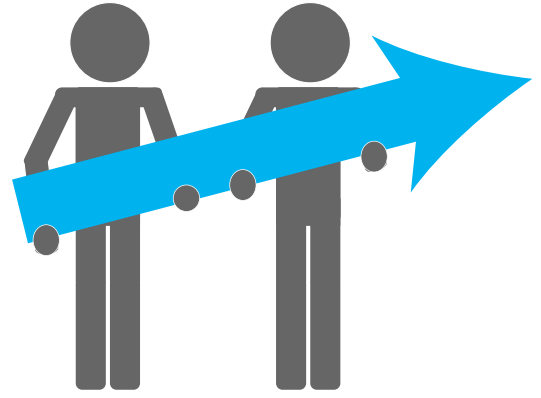
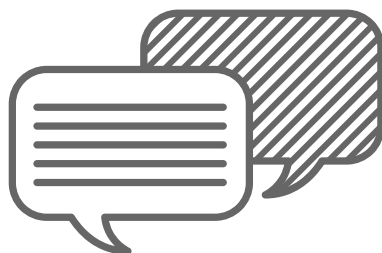
- Be dedicated to professional development
- Be open to suggest and new ideas
- Accept feedback
- Be responsible
- Share

## MATCH PARTNERS

- Pair an expert (Mentor) with a novice (Mentee)
- Be culturally aware and sensitive
- Ensure all parties have the ability to commit
- Be mindful that partners should work within similar industries and roles

## BUILD A RELATIONSHIP

- Let conversation flow naturally
- Provide praise as well as constructive feedback
- Address challenging issues
- Be authentic
- Achieve goals



## ESTABLISH EXPECTATIONS

At your first meeting, create and sign an agreement including the following items:

- An agreed upon meeting schedule
- Clear objectives, goals, time-frames, options
- Outlined list of acceptable and unacceptable behaviours
- Areas of focus

## CONCLUDE OR RESET

- Reflect on your own strengths and lessons
- Develop a resources toolkit of materials and references gathered throughout the partnership
- Continue to nurture your support network
- Discuss the possibility and options needed to reset goals and the partnership
- Move forward with decision: conclude or reset

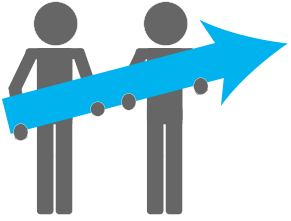
## WHAT'S IN IT FOR YOU?

- Establish & nurture a professional relationship
- Develop cultural & generational awareness
- Expand networks
- Build skills
- Develop knowledge
- Gain new experiences
- Learn new approaches

## CHALLENGES

- Cultural understanding & demonstrate sensitivity
- Set realistic goals with realistic time-frames
- Establish & repair trust when necessary

# MULTICULTURAL MENTORING WORKSHEET



WHAT ARE YOUR ORGANISATION'S MENTORING NEEDS?



WHAT PREPARATIONS WILL NEED TO BE TAKEN TO ACHIEVE A SUCCESSFUL MENTORING CULTURE?



WHAT TOOLS DO YOU HAVE TO SUPPORT CULTURALLY RESPONSIVE MENTORING?