



Congratulations on achieving your place as a Community Mentor!

Because you have been awarded this title and job means that you are fully qualified for the role. This role could not be done by anyone else but you. It is your personal story about transitioning into Higher Education that will inspire and shape other people's life journey.

You are the leader that will take the mentees on a journey of discovering their own hopes, dreams, fears and resilience. It will be your story that will be the thread through each of the tasks. The Community Mentors will give examples from their own lives in order to show the mentees how to do the tasks. However, as we will explore further, please give great consideration as to how much and what you would like to share of your personal story. You will then ask the mentees to reflect upon and carry out the tasks.

You will deliver three sessions in collaboration with one other Community Mentee. Each session will last one hour and with a specific amount of time allotted for each task. It is advised that you both meet prior to each session to make sure you are both comfortable with the content and the timing of the delivery of the programme.

PREWORK

1

In order to assist your mentees on their journey you will need to and complete the Career Anchors Questionnaire and find your top three Anchors. The Career Anchors questionnaire can be found at <http://www.nelacademy.nhs.uk/downloads/602>

2

Reflect on how you feel about public speaking? Have you had good or bad experiences with speaking in public?

SESSION ONE DREAM QUEST

EXPLORING THE PATH TO YOUR DREAM LIFE



In order to give meaning and to understand our world, we tell stories from our experiences. We do this by listening to others telling us about their experiences and we reciprocate by relating our own.

We all have a personal and important story we have lived through and each of us is writing the next chapter of our life story. These experiences have shaped us and allowed us to make decisions to bring us onto our current path.

Your story will inspire others to write the next chapter of their book. Before you start this session, you will need to set the boundaries in relation to how much of your story you wish to tell. As with all good writers you can be the editor of your own story, always remembering to keep your boundaries and sharing only what you feel comfortable in sharing. When deciding what is appropriate to share please also keep in mind that some mentees could be under 18.

GOALS FOR THIS SESSION:

1

To bring your personal inspirational story to the mentees in a structured way. You will be guiding the mentees through their tasks by giving examples of your own personal story relevant to each of the tasks before asking the mentee to respond to the tasks.

2

To help mentees discover from their own experiences what can inspire them to take the next steps in their life/career journey

SET THE SCENE:

Let the mentees know what you will be covering today what they get can expect to out of today's session. It is important to decide in advance which Community Mentor will perform the introduction and which Community mentor will provide the recap at the end of the session.



5 Mins

SESSION ONE DREAM QUEST

EXPLORING THE PATH TO YOUR DREAM LIFE



- You may consider including the following in your intro:
 - You will be taking the mentees on a journey of discovering or rediscovering their goals and dreams for their life journey.
 - You will provide examples from your own stories as you guide mentees through their tasks
 - By the end of the session mentees will be able to:

1

Identify an inspirational leader in their life and what they can learn from them

2

Explore what their dream life would be if money were no object

3

Begin the process of finding out their top 3 Career Anchors. Mentees will need to complete relevant questionnaire prior to Session 2.

INTRODUCTION TO THE COMMUNITY MENTOR



5 Mins each



WRITE OUT WHAT YOU WHAT YOU WISH TO SAY TO
YOUR MENTEES. PRACTICE AND TIME YOUR SCRIPT
- EACH COMMUNITY MENTOR HAS FIVE MINUTES.

- Introduce yourself to the Mentees by:
 - Giving your name
 - What you are currently studying and where you are studying?
 - What occurred in your life that made you decide to transition into Higher Education?



PART ONE LEADERSHIP



Our lives have been shaped by the people we have met. Relate with reference to the questions below the story of a person who showed leadership and how that leadership impacted your life. This person could be anyone, a member of your family, friend, teacher or someone in your community. This story assists the mentee in identifying people in their own world who have helped inspire or shape their life choices. Consider the following:

1

Who is the person in your life who has inspired you most?

2

Can you list the traits that they have which you admire most?

3

What actions/decisions in your life were influenced by this person?

FINAL 5 MINUTES



The final 5 minutes can be used to invite mentees to share their stories/feedback.



Last 5 mins

PART TWO LOTTO LIFE



15 mins total

5 mins for Mentors to give their story 2.5 mins each mentor

5 mins for mentees to complete exercise

5 mins for mentees to provide feedback

In this session you will be guiding the mentees to think creatively about their dreams! When we engage in blue sky thinking, we can pare it back to see the more manageable parts that might work for us. This session will allow the mentees to have a clearer perspective of their career and life goals without the burden of learned negative thinking or self-created barriers.

Task

Congratulations you have just won the Lotto! You can hardly believe it yourself. Once you have finished all your high-flying celebrations what do you want to do with your life now that money is no object? Consider the following when thinking creatively about your life:

1

What is giving you meaning and purpose in your life now?

2

Is there a type of work/activity which you would do for free?

3

Now focus on what hobbies or interests you would do all day now you have been given the chance

What obligations/necessities are preventing you from living “your lotto life”?
What steps large or small you could do now to start to achieve it?

FINAL 5 MINUTES



Last 5 mins



The final 5 minutes can be used to invite mentees to share their stories/feedback

PART THREE CAREER ANCHORS



10 mins

5 mins for Mentors to give their story 2.5 mins each mentor

5 mins for mentees questions



Task

Choosing a career is one of the daunting decisions we can make. What is it that would make a job worthwhile, enjoyable and motivational for you? In this programme we will use Edgar Schein's concept of Career Anchors to help mentees identify what talents, skills and abilities they are good at and thrive on as well as those areas which they do not thrive in as much. A Career Anchor is something that evolves over time so you can revisit the test over your career. What motivates you now may change as your life circumstances evolve.

1

Each Community Mentor will share their top three anchors and discuss how these anchors are relevant to their current studies or career path

2

Mentees will be asked to please complete the Career Anchors Questionnaire for the next session and to find their top three anchors.

The Career Anchors questionnaire can be found at:
<http://www.nelacademy.nhs.uk/downloads/602>



Next Session 5 Mins

RECAP AND INTRODUCTION



RECAP

- Reflect on role of leaders in mentees' lives. What traits or actions can be used to help mentees achieve their life or career goals?
- Reflect on the idea of dream lives and what steps large or small mentees can take to achieve their highest ambitions

INTRODUCTION TO THE NEXT SESSION

- Remind mentees to fill in their Career Anchors questionnaire for the next session
- Advise of the next date you will be meeting on

FEEDBACK

1. Before you finish the session, share this link with the group in the chat box:
https://tcdtap.eu.qualtrics.com/jfe/form/SV_5hCzBR2li3TjYLc
2. If the group are in a classroom and sharing devices, encourage the mentees to scan the QR code in their Handbook with their mobile phones. If the mentees don't have WIFI, Molly will follow up with the teacher/staff.
3. Complete the Mentor Feedback Form at this link:
https://tcdtap.eu.qualtrics.com/jfe/form/SV_1MqCvyXDtCwmAyW



You can also scan the Mentor Feedback Form QR code using your mobile phone.

It is best to complete this after completing your session, while it is still fresh in your mind.

SESSION TWO

TAKE THE RISK OR LOSE THE CHANCE

DISCOVERING YOUR OWN RESILIENCE TO OVERCOME FEARS



TAKE THE RISK
OR LOSE THE
CHANCE

GOALS FOR THIS SESSION:

1

Mentees will have an understanding of their top three Career Anchors. Mentees can refer to their anchors as they make the decision to pursue a Higher Education course, a career or further training

2

Mentees will have developed awareness around their own resilience and their attitude towards risk. This knowledge can be leveraged as they target new opportunities.

SET THE SCENE:



(5 Mins)

Let the mentees know what you will be covering today and what they can expect to get from today's session. It is important to decide in advance which Community Mentor will perform the introduction and which Community mentor will provide the recap at the end of the session. You may consider including the following in your intro:

- You will be taking the mentees on a journey of discovering or rediscovering their goals and dreams for their life journey.
- You will provide examples from your own stories as you guide mentees through their tasks
- By the end of the session mentees will be able to:
 1. Identify their top 3 Career Anchors and how to leverage these anchors as they pursue Higher Education, training or employment
 2. Identify the fears which prevent them from towards their goals and dreams (Taking the risk or losing the chance)
 3. Find the resilience within themselves in order to make their goals and dreams a reality

PART ONE RECAP



5 mins total

5 mins for Mentors to give their story 2.5 mins each mentor

- Recap on what the group did during the previous session. Ask the mentees to remind themselves of:
 - The inspirational leader in their life
 - “Your Lotto Life”

PART TWO CAREER ANCHORS



15 mins total

5 mins for Mentors to give their story 2.5 mins each mentor

5 mins for mentees to complete exercise

5 mins for mentees to provide feedback

Choosing a career is one of the daunting decisions we can make. What is it that would make a job worthwhile, enjoyable and motivational for you? In this session we will use Edgar Schein’s concept of Career Anchors to help mentees identify what talents, skills and abilities they are good at and thrive on as well as those areas which they do not thrive in as much. A Career Anchor is something that evolves over time so you can revisit the test over your career. What motivates you now may change as your life circumstances evolve. Questions for the mentees:

1. Do your three Career Anchors align with what you would like to do next in your career or further studies?
2. Can you identify a dream job which ties in with your top three Career Anchors?
3. Has knowing your Careers Anchors changed your self-understanding or your perspective on the type of career/study which best suits you?

FINAL 5 MINUTES

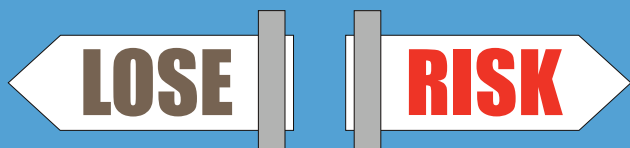


Last 5 mins

- The final 5 minutes can be used to invite mentees to share their stories/feedback.

PART THREE

TAKE THE RISK OF LOSE THE CHANCE



15 mins in total

5 mins for Mentors to give their story 2.5 mins each mentor

5 mins for mentees to complete exercise

5 mins for mentees to provide feedback

Taking the risk or losing the chance. This motto can be applied to both the small and the larger opportunities in life. Losing the chance may mean turning down the chance to meet with a new friend for coffee or not applying for a job or college course because we think that there are others who are more qualified. We can be good at coming up with reasons for not moving out of our comfort zone.

Richard Branson is famously quoted as saying “If somebody offers you an amazing opportunity but you are not sure you can do it, say yes - then learn how to do it later!”
Questions for the mentees:

1

Think of an example of when you were given an opportunity and then later regretted not taking it.

2

List some of the reasons you gave yourself as you talked yourself out of the opportunity.

3

Identify three emotions which you felt upon missing out on the opportunity.

FINAL 5 MINUTES

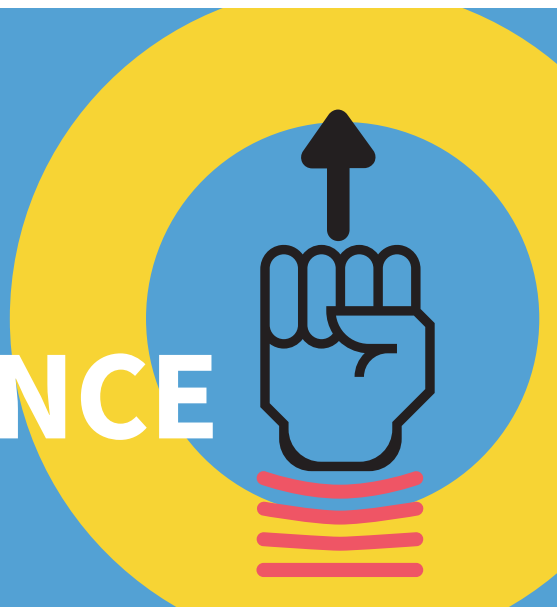


The final 5 minutes can be used to invite mentees to share their stories/feedback.



Last 5 mins

PART FOUR RESILIENCE

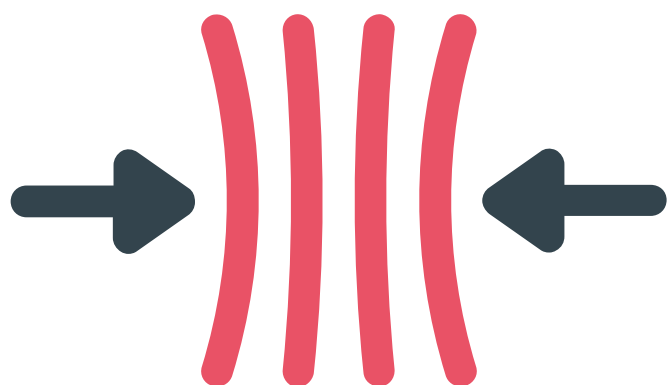


15 mins total

5 mins for Mentors to give their story (2.5 mins each mentor)

5 mins for mentees to complete exercise

5 mins for mentees to provide feedback



Resilience can be explained as the energy, drive, strength or boundaries we need to find within ourselves in order to get through or surmount a challenging situation or period in our lives. Resilience is not something we can touch but it is something we can apply when we need to protect ourselves through stressful periods in our lives.

Mentees will be asked to explore examples of when they displayed resilience in their own lives. Questions for the mentees:

1

Can you think of a time in your life when you had to deal with a major crisis?

2

What strategies did you use to cope and to get you through this situation?

3

How did you feel having taken the necessary actions to solve the problem?

FINAL 5 MINUTES



Last 5 mins



The final 5 minutes can be used to invite mentees to share their stories/feedback

RECAP PUTTING IT ALL TOGETHER

5 mins total

Ask mentees to reflect on what they have learned during these sessions and how they can use this in their pursuit of their preferred career, training or Higher Education course. Recap the key themes and topics covered:

- Leaders in your life that inspire you
- Your lotto life
- Top three Career Anchors
- Taking the risk or losing the chance
- Your resilience story

Congratulate your mentees for their participation and commitment in these sessions. Self-reflection and introspection are not always easy, but we hope that the insights gained here will be of value as they take their next steps towards a job, training or Higher Education. You may suggest to those mentees wishing to pursue Higher Education that they may wish to refer to this work when composing their personal statement.

FEEDBACK

1. Before you finish the session, share this link with the group in the chat box:
https://tcdtap.eu.qualtrics.com/jfe/form/SV_5hCzBR2li3TjYLc
2. If the group are in a classroom and sharing devices, encourage the mentees to scan the QR code in their Handbook with their mobile phones. If the mentees don't have WIFI, Mbilly will follow up with the teacher/staff.
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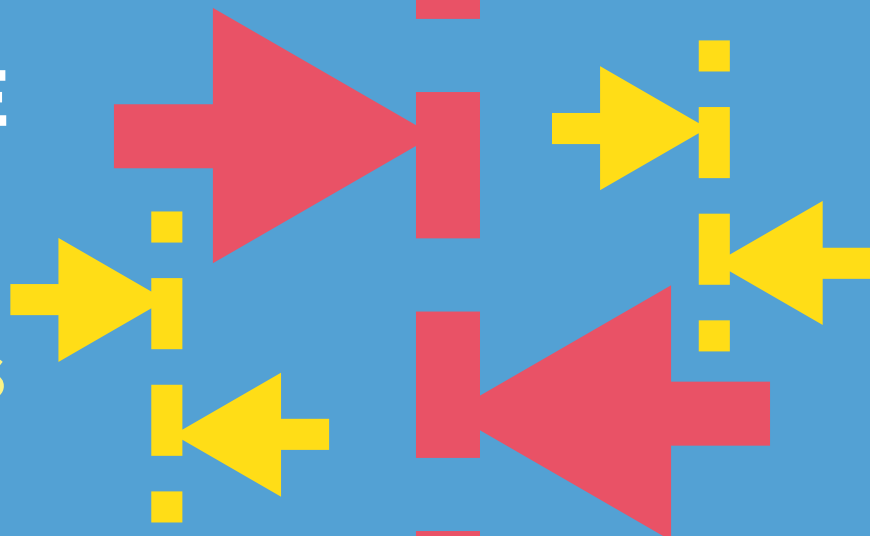


You can also scan the Mentor Feedback Form QR code using your mobile phone.

It is best to complete this after completing your session, while it is still fresh in your mind.

SESSION THREE FINDING OUR BOUNDARIES

ESTABLISHING WAYS TO HOLD YOUR BOUNDARIES



Life must be navigated, and as we are the captain of our own ship, we get to determine its course. Sometimes it is plain sailing. Sometimes, wild winds come in and knock us unexpectedly off course. When we decide to move towards new adventures, our new horizons may look scary to begin with. The best way to approach a new adventure is to have belief and trust in ourselves, although this is more easily said than done. Key to this sense of self-belief is having strong personal boundaries. Once we have the map of our own boundaries, we are setting ourselves up for success no matter where we go or what challenge we take on.

GOALS FOR THIS SESSION:

1

Mentees will have an understanding of how they currently hold their boundaries

2

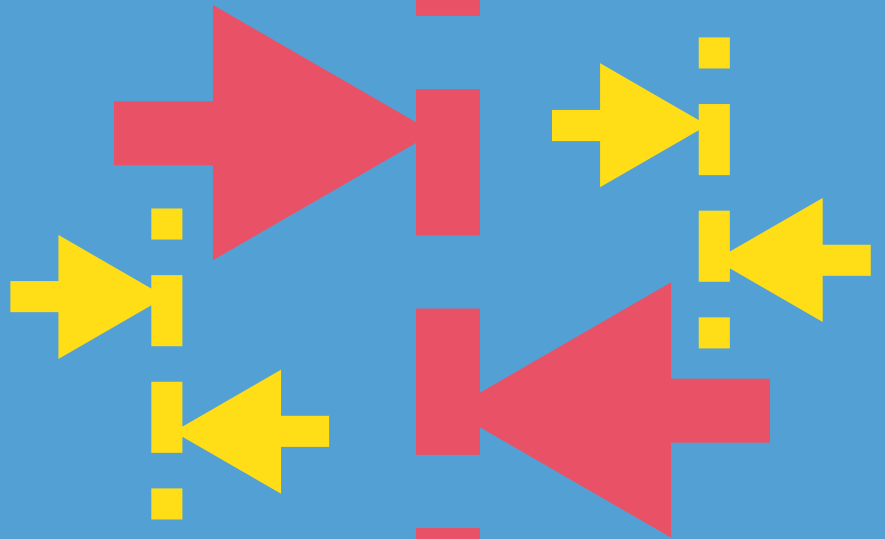
Mentees will have developed awareness around how they might develop or change their boundaries to help them succeed as they take their next significant steps in Higher Education, training, or employment



Your own story as a mentor will inspire the mentees on their next journey into Higher Education, training, or employment. In this session remember to keep your own personal boundaries, sharing only what you feel comfortable in sharing. When deciding what is appropriate to share please also keep in mind that some mentees could be under 18.

SESSION THREE FINDING OUR BOUNDARIES

ESTABLISHING WAYS TO HOLD YOUR BOUNDARIES



SET THE SCENE:

Let the mentees know what you will be covering today and what they can expect to get from today's session. It is important to decide in advance which Community Mentor will perform the introduction and which Community mentor will provide the recap at the end of the session. You may consider including the following in your intro:



5 Mins

- You will be guiding the mentees on a journey towards establishing how they currently hold boundaries in life.
- You will provide examples from your own stories as you guide mentees through their tasks
- By the end of the session mentees will be able to:

1

Identify their own boundaries

2

Identify the reasons that prevent them from establishing boundaries with other people

3

Find new ways of creating and establishing boundaries in their life

PART ONE RECAP



5 mins for Mentors to give a recap of their story 2.5 mins each mentor

5 mins for mentees to provide feedback 2.5 mins each mentee

- Recap on what the group did during the previous sessions.
 - The inspirational leader in their life (influential leader in their lives)
 - “Your Lotto Life” (their dream life)
 - Career Anchors (their top 3 Anchors)
 - Take the Risk or Loose the Chance (exploring when fear can hold us back)
 - Resilience (remembering their own resilience story)

The mentees have now completed two sessions of the Community Mentorship Programme. Invite them to discuss any insights they have gathered from the course to date which might have helped influence them in their next steps into Higher Education, training or employment.

PART TWO

THE INNER

CIRCLE



The Oxford Dictionary describes a boundary as ‘a line which marks the limits of an area; a dividing line’. That might be the correct definition, however, sometimes it can be less straightforward to describe our personal boundaries and what we will and won’t accept in any given situation. Sometimes we may know what we are willing to accept but find it hard to say this.

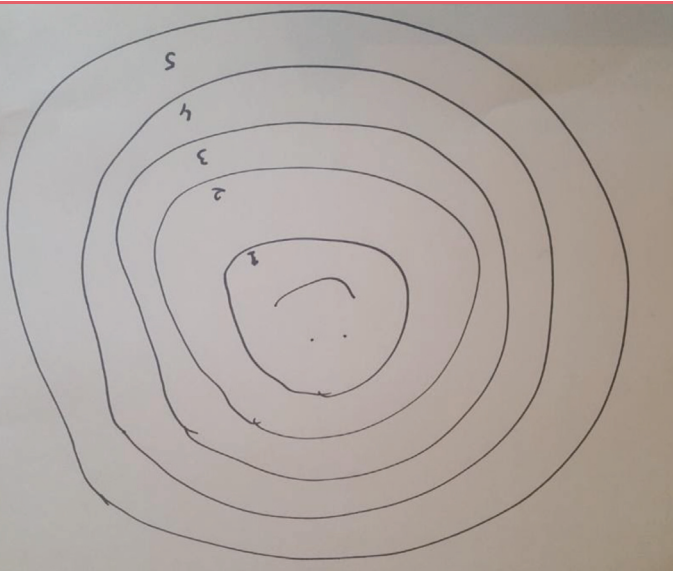
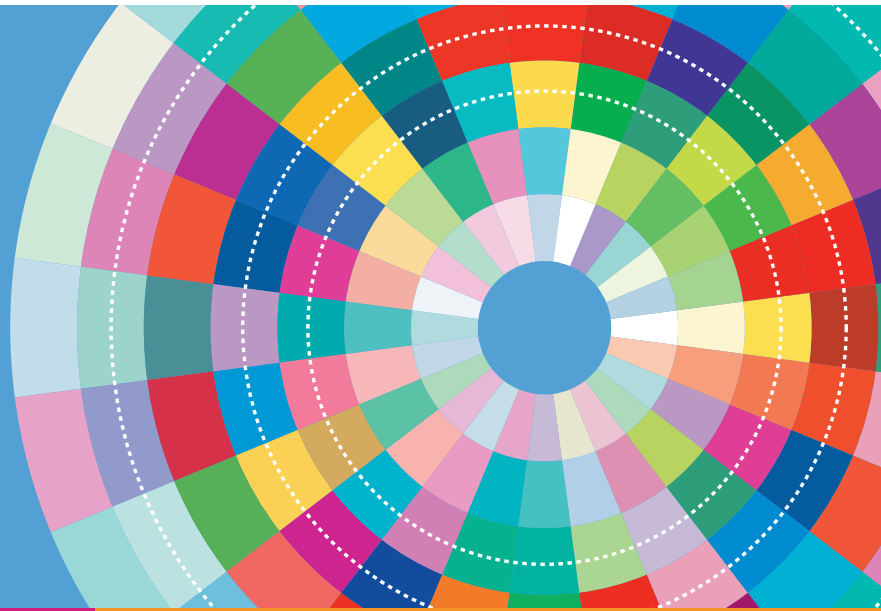
It is in our nature as human beings to want to connect, create bonds and maintain friendships. However, sometimes we

forsake our own needs and wants to make others happy. Exploring who we need to prioritize in our lives can help us understand where we need to create boundaries other people. When we have strong boundaries in our lives it can free us up to focus on our dreams and goals.

Ask the mentees to get a paper and pen. Ask them to draw a small circle, and then larger one outside of that. Instruct them keep going until they have at least five circles

- 1 Ask them to put a smiley face in the middle and identify this as themselves
- 2 In the next circle ask them to write the names of their immediate family
- 3 In the next circle, their close friends
- 4 In the next circle, extended family and community
- 5 In the last circle, people that they don’t see that often

PART TWO THE INNER CIRCLE



After they have completed these steps, suggest to the group that the first circle is the most important i.e. themselves. Encourage the group to keep themselves as the focal point throughout the session.

Questions for the mentees:

1. Using the circle diagram, identify the people who you would categorise under the following headings: Gold rating, you would drop everything for them, Silver rating, get back to them the next day, Bronze rating, you will get back to them when you have time.
2. Imagining a situation where nobody's feelings would be hurt, consider whether you would change the 'medal' ratings for any of your people
3. Taking the attitude that 'a yes to you means a no to me', how do you feel you could use your Gold, Silver and Bronze rating categories to help establish boundaries when people are requesting your time, energy or resources?

FINAL 5 MINUTES



The final 5 minutes can be used to invite mentees to share their stories/feedback.



Last 5 mins

PART THREE

FINDING YOUR AUTHENTIC VOICE



“So long as you are still worried about what others think of you, you are owned by them. Only when you require no approval from outside yourself can you own yourself”

Neale Donald Walsch.

That is a powerful statement, but it can be hard to not be influenced about how others think or feel about us. Finding your authentic voice is not just about saying what we want to whoever we want. Having an authentic voice means connecting with yourself first, listening to your gut and your truth in any situation and deciding to use your own personal power to advocate for your own needs, wants and boundaries. This takes practice. Try to be open to taking small steps before large jumps and to channel the idea of ‘being comfortable with being uncomfortable’. It may take time for us to find our authentic voice and until we do, we need to go gently with ourselves.

Questions for the mentees:

1. Can you remember a time when you wanted to speak up for yourself, but you felt you couldn't?
2. Identify three emotions which you felt after the situation.
3. Can you identify a person in your life that holds strong boundaries and who is comfortable with speaking up for themselves? List three things you think they would do if they were in the same situation.

FINAL 5 MINUTES

- The final 5 minutes can be used to invite mentees to share their stories/feedback.



15 mins in total

5 mins for Mentors to give their story 2.5 mins each mentor

5 mins for mentees to complete exercise

5 mins for mentees to provide feedback



Last 5 mins

RECAP PUTTING IT ALL TOGETHER



10 mins total

- Ask mentees to reflect on what they have learned during these sessions and how they can use this in their pursuit of their preferred Higher Education course, career, or training. Recap the key themes and topics covered:
 - The inspirational leader in their life (influential leader in their lives)
 - “Your Lotto Life” (their dream life)
 - Career Anchors (their top 3 Anchors)
 - Take the Risk or Loose the Chance (exploring when fear can hold us back)
 - Resilience (remembering their own resilience story)
 - The Inner Circle (prioritising themselves and people in their lives)
 - Finding your Authentic Voice (advocate for your own needs by speaking your own truth and not anyone’s else’s)

RECAP PUTTING IT ALL TOGETHER



Congratulate your mentees for their participation and commitment over the last three sessions. Remind them that once we know that we are assured we can hold our boundaries in a way that is appropriate to us, we feel less hesitant in making new life decisions such as going into higher education, taking up a new training course or employment. You might remind the mentees wishing to pursue Higher Education that they may want to refer to the work they have done over these three modules when composing their personal statement.

FEEDBACK

1. Before you finish the session, share this link with the group in the chat box:
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2. If the group are in a classroom and sharing devices, encourage the mentees to scan the QR code in their Handbook with their mobile phones. If the mentees don't have WIFI, Molly will follow up with the teacher/staff.
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