

# **FORMING THE GROUPS & MATCHING OF MENTORS WITH THE GROUPS**



Education and Culture DG

Lifelong Learning Programme

Project No. 503575-LLP-1-2009-1-LT-GRUNDTVIG-GMP  
[www.socialmobility.eu](http://www.socialmobility.eu)

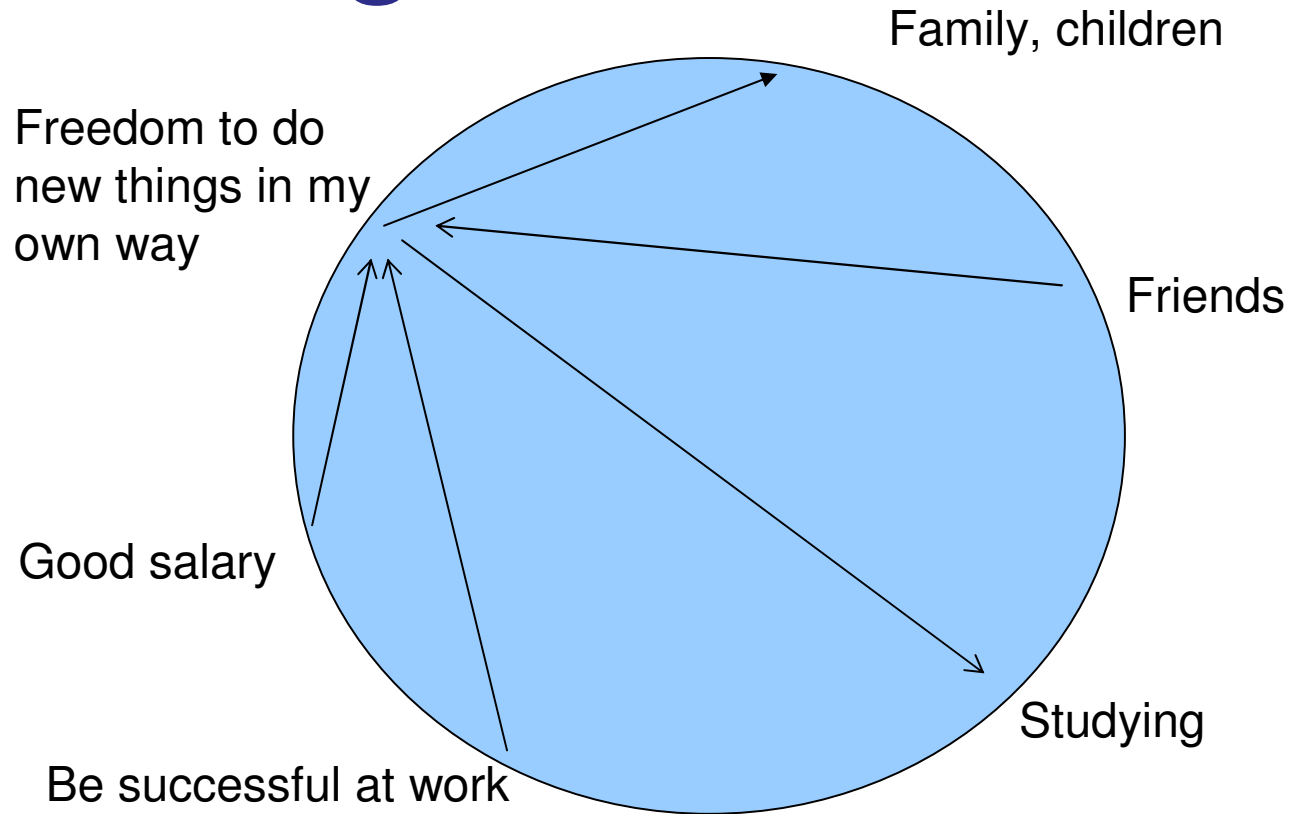


INNOVATIVE METHODS AND PRACTICES TO FACILITATE SOCIAL INCLUSION

# People are different, background

- Interest: people – matters, things
- Procedure: instructions, completed models – alternatives
- Action: actor – considerate
- Handling: totality (whole) – details
- Direction: toward – away
- Important: internal – external
- Attention: equity – differences
- Working: alone – near-by – co-operation

# People are different, background. Value circle



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# Forming of the groups

- After analysing the information collected during the application phase, the two methods of the forming of the groups could be used:
  - ✓ According to the similar wishes, expectations and personal characteristics;
  - ✓ According to the similar wishes, expectations and different personal characteristics which could help to keep the diversity within the group.



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# Grouping

- Consider background, education, age, hobbies, experiences
- The ideal group consists of four-five mentees and one mentor
- More different personalities in a group = more views



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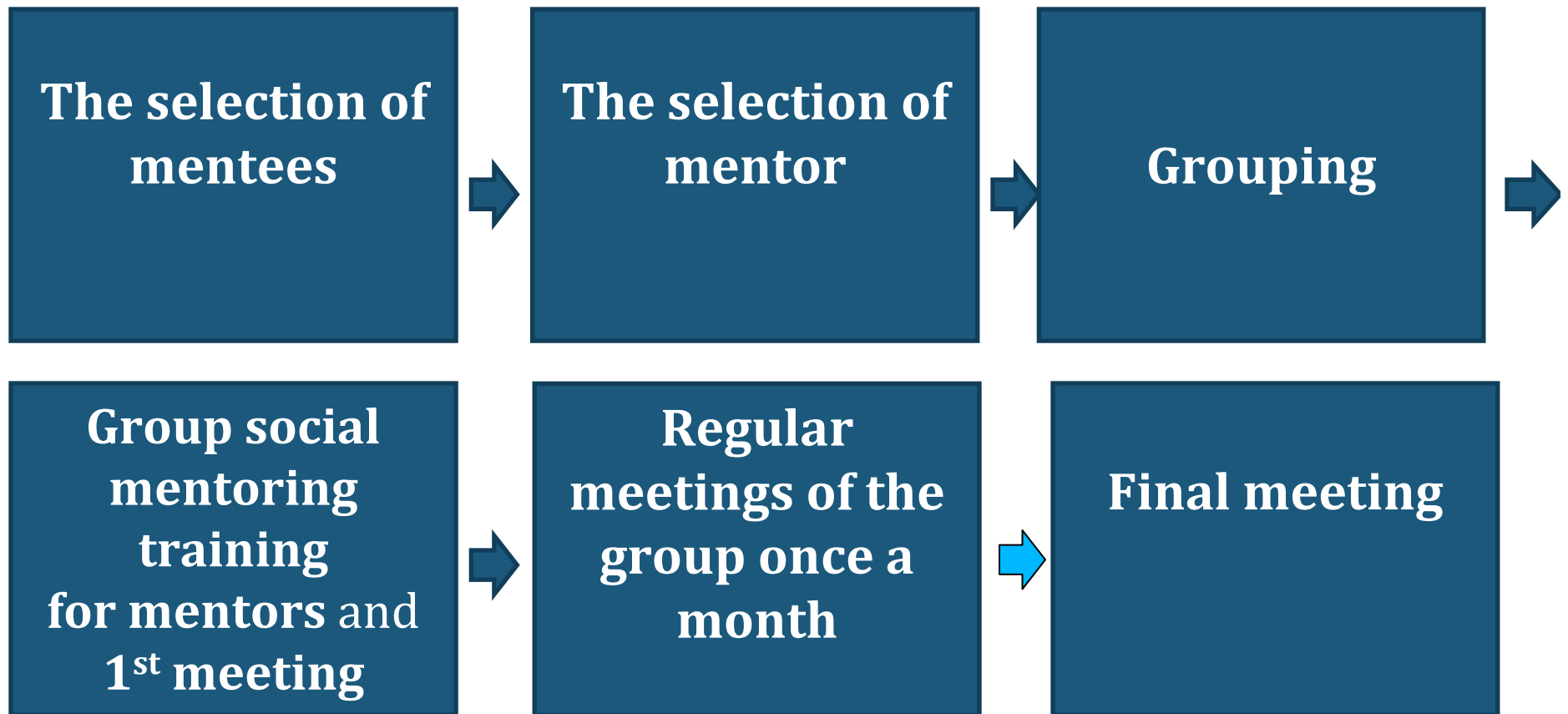
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# Matching

- The wishes and expectations of the mentees
- The wishes and expectations of the mentor
- Motivation and commitment
- Interaction skills
- Educational background and experience of life
- Values, similarity, difference
- Age, gender
- Family, hobbies
- Line of business

# Important for the matching process

- The mentors should be matched according to the mentees expectations;
- The group of the mentees should be told that the mentor matched with their group is the best mentor for this group;
- The mentor should be introduced to the mentees by the coordinator/manager during the first common mentoring meeting.



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