

## **Mentoring**

Mentoring...

is a structured and trusting relationship that brings young people together with caring individuals who offer guidance, support and encouragement aimed at developing the competence and character of the mentee. A mentor is an adult who, along with parents, provides a young person with support, counsel, friendship, reinforcement and constructive example. Mentors are good listeners, people who care, people who want to help young people bring out strengths that are already there. A mentor is not a foster parent, therapist, parole officer, or cool peer.

A Mentor...

Mentor is a teacher, guide, advocate, counsellor, friend, colleague who shares the mission of molding responsible citizens who can be good human beings and good leaders. It is a social responsibility to accompany the students closely and help them to grow as mature and happy persons in the society. Mentoring Program is an off shoot of counseling. The catchword of Mentoring is 'CARE"- Caring, Accompanying, Reflecting and Experiencing.

### **Structure of Mentoring System**

It is based on a Psychological Model 'Multimodal Behaviour Therapy' of Arnold Lazarus that focuses on developing BASIC ID.

B-Behaviour

A - Affective

S - Social & Spiritual

I - Integrative

C- Cognitive

I - Imaginative

D - Dependent Tendencies /Health issues

## **Matrix of Mentoring**

- Mentoring for all the Students
- Profile of All the students in the Mentoring Book
- Selection of Mentors
- 1: 20- One Mentor for 20 students
- Structured Meetings 4- During the Class hours with a staggered timing
- Informal Meeting: At least once in a month

## **Structured Mentoring**

- Fixing the date
- Preparing the agenda
- Circulating the Agenda & the Feedback Sheet
- Distribution of agenda 3 days prior to Mentoring
- Mentoring from 11.00 am – 12.00 Noon for Shift I and 3.15 pm- 4.15 pm for Shift II
- Consolidation of the Feedbacks by the Counselling centre
- Reporting and follow up by the Management and the Departments

## **Impact of Counselling & Mentoring**

- Evidence of success is determined by the value outcome of the clients' positive thinking
- Changing the maladaptive behaviors, developing self help techniques, improvement in the academic results
- Developing healthy personalities and assuming individual, family and social responsibilities.
- Clients have reported Catharsis
- Behavior Modification, Attitude Change, Better approach to life
- Generate interest towards studies, More focused, Motivated
- Stress Relief, Better concentration
- Achieving realistic and sustainable change
- Implementing better coping strategies and Resolution of underlying issues.



