



# GUIDE FOR MENTORS IN THE BLUE ECONOMY



What is my Role??

CAREER GUIDANCE IN THE BLUE ECONOMY  
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# Purpose of the Guide

This guide aims to support Mentors and people who wish to become Mentors to understand the role they are taking on.

The mentor has several roles related to the framework in which he is working. It is important to exactly clarify the mentors role for the success of the mentorship. There are some main and special roles a mentor can take on, we explain here their roles as **supporter**, **role model**, **facilitator**, **collaborator**, **friend**, **evaluator** and communicator.

## Supporter

One of the mentor's roles is to support the mentee according to his/her needs, aims and wishes. As a mentor you assist in the mentee's social and professional development by providing advises, guidelines, sources and networks. Thus, you create a secure environment of support for your mentee by showing an acceptance and perspective. This may promote the sense of motivation and inclusion as well.



## ROLE MODEL



A mentor is likely to be a role model for the mentee by demonstrating some behaviours, patterns or actions. You can assist the mentee by giving examples and standards as well as integrate theory and practice for your mentee. Giving information about the Blue Economy sector according to your mentees' interest and telling your own experiences can also be useful. Mentees might get inspired by their mentors, especially if they can identify with the mentors career start and therefore realise that the given career advise is within reach for themselves.

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## FACILITATOR

A mentor doesn't dictate tasks to the mentee but you can be a facilitator in the mentee's own journey. For example, you can support mentees to identify their needs, aims, plans and priorities for their next steps by asking mentees to discover their area of interest. The BeBlue Career Plan is a tool to be used in this situation. Mentors will try to motivate the mentee to be more productive in their strong fields. In addition, mentors may provide opportunities and resources for the mentee's aims and plans. Try to show how your mentee can reach their target. Also support your mentee about learning to access resources to meet a variety of needs (training courses, language classes, paper works, job centres, finding employers, etc.).



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## COLLABORATOR

Mentoring is a reciprocal process and your mentoring relationship should not entail a feeling of hierarchy. Therefore, as a mentor you should use a teamwork approach by sharing and reflecting with your mentees. It is best to accompany your mentees in their process of development during the mentoring programme, rather than trying to direct them.

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## FRIEND

The friendship between a mentor and mentee should have a different dynamic and be more critical than a usual friendship. As a mentor you probably will act more as a critical friend by giving useful feedbacks in a constructive and positive way. Your aim is to encourage your mentees about their plans or challenges and about trying new things for their career development in the Blue Economy.



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## EVALUATOR



Assessing the mentoring relationship is crucial to sustain motivation, determine next steps and increase the benefit of the process. As a mentor you need to evaluate the mentee's development to demonstrate the progress and give feedbacks. To keep the egalitarian dynamics in the mentoring relationship you might assess yourself as well. It also helps to keep the motivation and clarify mentoring objectives. You can use some assessment tools to conduct this part of the mentorship more productively.

## COMMUNICATOR

As a mentor you can use a variety of communication methods and skills in the mentoring process. For example, it is crucial to be an active and non-judgemental listener by understanding the mentees without prejudices. It is important to express your personal and professional experiences and try to make a contribution to your mentees' social and professional development. For your sessions to be more efficient it is important that you make an effort to be prepared. Use some different tools to increase the efficiency of meetings. These may also support to promote the mentees communication skills and to build a network of new contacts (people or institutions) regarding their needs and goals.





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