



## REPORT – MENTOR TRAINING COURSE

Project: **MenHelp – Together for Youth Well-Being**

Dates: 13 and 17 September 2025

Location: Iași, Romania

Participants: 8 persons (13.09.2025), 9 persons (17.09.2025)

### Overview

The two-day training programme aimed to develop mentoring skills for professionals working with NEET youth (Not in Education, Employment or Training). The sessions combined presentations, experiential learning, and group reflection, focusing on understanding the mentoring process and developing personal action plans.

### Day 1 – Understanding Mentoring and the Self

#### Facilitators:

- Project presentation: Irina Stanciu, Project Manager
- Training session: Lavinia Irimia Stanciu, Mentor Trainer

The first day introduced the concept and practice of mentoring. After an energising Human Bingo icebreaker, participants explored:

- Definition of mentoring – a voluntary, trust-based relationship where a more experienced person supports another in shaping their own future, without imposing solutions.
- Types of mentoring – one-to-one, peer mentoring, group mentoring, formal/informal mentoring, and reverse mentoring.
- Characteristics of an effective mentor – empathy, active listening, consistency, authenticity, openness, and the ability to motivate without controlling.
- Planned mentoring activities – from individual sessions and role plays to structured reflection and progress monitoring.
- Do's and Don'ts in mentoring – constructive feedback, respect for boundaries, and the avoidance of over-involvement.
- Trust building: Tree of Trust activity and case studies on maintaining and repairing trust.
- Motivating NEET youth: exploring autonomy, competence, and relatedness as drivers of engagement.
- Goal-setting with mentees: practice with SMART and GROW models to define realistic, measurable, and motivating objectives.
- Rules and ethical principles – confidentiality, respect, honesty, and professional limits to safeguard both mentor and mentee.

- Objectives of mentoring – fostering personal and professional growth, building trust, and promoting social inclusion.
- Personal experiences – participants shared their own mentoring or youth work stories, identifying strengths and areas for growth.

**Interactive methods used:**

Individual and group worksheets, open discussions, and the viewing of short thematic videos enhanced active learning. Practical exercises such as the Back-to-back drawing game fostered communication skills and empathy.

The day closed with a group reflection circle and guided journaling to consolidate insights.

**Day 2 – Building Practice and Personal Development**

The second day focused on applying and deepening the learning from Day 1. Key activities included:

- Ethics and limits: group work on real-life dilemmas, emphasising safe relationships and professional self-care.
- Personal Development Plans (PDP): each participant designed an individual plan, with peer feedback, to continue improving mentoring competencies.

A highlight of the day was the discussion with Ms. Cătălina Neculau, who shared valuable insights from her own work with young people facing difficult life situations, giving the group concrete examples of challenges and successful strategies.

The programme concluded with a full recap of Day 1 key elements, an evaluation activity, and the certification ceremony awarding each participant a course completion certificate.

**Outcomes and Impact**

The training proved highly beneficial and inspiring. Participants reported a stronger understanding of mentoring principles, enhanced communication and trust-building skills, and concrete tools (SMART & GROW models, personal development planning) to apply in their daily practice with NEET youth.

Iasi, 19.09.2025.









