



Ment4's Mentoring Approach

During Ment4's programme, we offer to provide:

Intensive mentoring

At Ment4, we offer intensive mentoring programs that span an extended period, typically lasting between 4 to 6 months. During this time, our mentors aim to build strong and enduring relationships with young individuals, becoming significant figures in their lives. We believe in the importance of establishing a deep and trustworthy connection with our mentees, as it lays the foundation for meaningful and impactful change. Through this rapport, our mentors strive to guide, influence, and inspire positive transformation in the lives of young people.

Lived experience approach

At Ment4, we believe in a lived experience approach to mentoring. This means that our mentors foster authentic connections with young individuals through genuine and honest conversations, drawing on their own personal experiences when necessary. When assigning mentors to mentees, we carefully consider the specific needs and criteria of each individual, aiming to match them with role models who can provide the relevant support and guidance they may be lacking in their development. This includes identifying mentors who can serve as parental or older sibling figures when needed, ensuring that mentees receive the most effective and tailored support possible.

Commitment

At Ment4, we hold our mentors to a high standard of commitment. Engaging with mentees is not just about ticking boxes; it requires genuine dedication and investment of time. Our mentors demonstrate their sincerity through their unwavering commitment, never missing appointments and always going above and beyond for the young person they're supporting. By consistently showing up and investing their time and energy, mentors help to dispel the narrative of any negativity that many mentees may hold about themselves. Instead, they work to instill a sense of value and worth back into the lives of these young individuals, demonstrating through their actions that they are truly valued and cared for.

Effective listening

At Ment4, we emphasise the importance of active listening for our mentors. Before offering advice or solutions, mentors must first take the time to truly listen to the young person. We ensure that the mentors we choose to provide to young people are skilled listeners who encourage open communication and create a safe space for the young person to share their thoughts and feelings. By listening attentively and responding thoughtfully to what they hear, mentors demonstrate respect for the young person's perspective and build trust. This approach not only fosters a deeper understanding of the individual's needs but also empowers them to develop their confidence and decision-making skills.



Inspiration

At Ment4, we believe in the power of inspiration to drive positive change in young individuals. It's essential for the mentor's lifestyle and character to be appealing to the mentee, as this can lead to a shift in attitude and mindset. Throughout the mentoring program, we strive to expose the young person to various environments and experiences, encouraging them to emulate the positive qualities they observe in their mentor. By immersing them in diverse settings and providing real-life examples to aspire to, we aim to inspire and motivate mentees to reach their full potential.

Effective Signposting

Once a young person has expressed initial interest or motivation, mentors at Ment4 are equipped to provide effective guidance and support through signposting. This involves presenting real opportunities sourced from Ment4's extensive networks in employment and education, tailored to the individual's needs and aspirations. Mentors take proactive steps to ensure that tangible exit pathways are established out of the vulnerable situations identified for the young person. By facilitating access to resources and opportunities for growth and learning, mentors empower mentees to progress towards a brighter future.

Weekly Reports

Weekly reports stand out as a unique selling point within our mentoring model. By implementing a structured yet personalised system of weekly reporting, we ensure consistent communication, transparency, and measurable progress for every mentee. Each report provides a detailed overview of weekly sessions, highlighting the achievements, challenges, and behavioural patterns. These insights allow mentors to adapt strategies in real time, ensuring tailored support that meets the evolving needs of each young person. Moreover, this meticulous tracking not only reinforces accountability but also fosters trust among stakeholders, including schools, councils, and funding partners. Our weekly reports serve as a powerful tool to showcase tangible results, offering a clear narrative of progress and reinforcing Ment4's commitment to impactful, evidence-based mentoring. This approach ensures no progress goes unnoticed, making it an integral component of our success in reshaping lives.

Signed: *Luke Peters, Senior Operations Lead, Ment4*

A small, square image showing a handwritten signature in black ink on a light background.

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