

A GUIDE FOR MENTORS



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SOZIOKULTUR

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Die Beauftragte der Bundesregierung
für Kultur und Medien



Ask Questions

We often expect mentees to be the ones asking the questions, seeking your knowledge and expertise. This time we want you to also ask as many questions as possible. Enable a fuller understanding of their work and what they intend to achieve. Ask them open questions that allow them think through their projects in ways they haven't before. Questions that provide new insight but yet doesn't overwhelm them. Be a blind spot and a guide if necessary.



Share Expertise

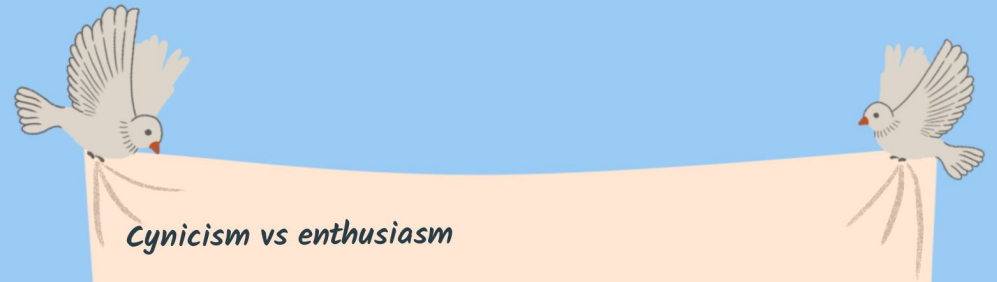
One of the reasons you are a mentor is because you have expertise. You have built consistency in your field and you have a visible track record. Use this during your conversation. Generosity is key. Please don't hold back.





Be Provocative

Do not be worried about provocation, being a devil's advocate means that mentees can learn to anticipate issues or concerns with their work or even have a stronger resolve around their ideas. Provoke their thinking but as always balance is key.



Cynicism vs enthusiasm

Like human nature, some of us are cynics, some enthusiasts and others a bit of both. Whichever one you are, bring this into your sessions. Your cynicism is as valuable as your enthusiasm but just remember to keep a balance. More importantly, let your intuition guide you to know what your mentee needs and requires of you for a successful session and output.





Intersectionality

Help your mentees find the intersectionality in their work and how that can be used to connect with the user's experience on both a practical and emotional level. As much as intersectionality is a buzzword, we hope that you can bring in some realness and make it tangible.



Project synopsis

Let's think of a project synopsis as an elevator pitch. When a mentee develops one for their project, it can be a great communication tool that also gives clarity. This means that even after your session, it gets easier to relay their projects and ideas. Something that is short and concise yet details the bones of their project. This is the pitch that will guide their project.





Project value

Help your mentees find the underlying value of their project. Show them possibilities but don't make them overwhelmed. The value of the work is what creates that emotional connection and gives their project a sense of resonance. This is where users and participants connect.



Share Networks

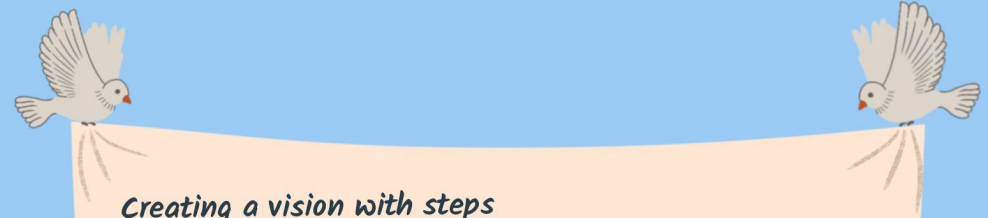
Networking can be a very daunting task. We know how necessary networking is to create access, collaborations, funding and resources. We want you to be generous with your network. If you think there are people that your mentees can benefit from either through conversation, advice, collaboration or learning, please do not shy away from making an introduction. Someone you know might be the link between basic and extraordinary.





Be Practical

Do you have a toolkit that has helped you in navigating your own practice and projects? Can you help your mentees design something practical that would guide them? With a toolkit, navigating creative journeys and processes can be a lot smoother and keep you focused and on track. We encourage you to leave your mentees with something practical that would help them stay on track.



Creating a vision with steps

Help your mentee with crafting a vision. Something that becomes a guide of what their project could be. With a vision, it becomes easier to create and map out smaller achievable steps. Creative projects require a vision map or blueprint. What is this project? What is its potential? What can it become? How do we get there? Answering these can be a great asset for a mentee to both deliver and scale up their work if necessary.

