

Mentoring Programme

The 3-3-4 education reform puts more emphasis on Other Learning Experience (OLE). One constituent of OLE is Career-Related Experiences. To help our current students learn more about the working world and to help them start thinking about their goals in life, we have a Mentoring Programme open to free participation for our Form 4 to Form 6 students.

1. Introduction

Mentoring in Methodist College is defined as a 1:2- or 1:3-relationship between a Methodist College's alumnus/alumna, or a member of the Kowloon Methodist Church and current Form 4 to Form 6 students that occurs over a prolonged period of time. The Mentor provides consistent support, guidance, and concrete help to individual students in need of a positive role model. Students involved in the Mentoring Programme may be going through a difficult or challenging situation in a period of life which they need extra support, or they may simply need to have an insightful mentor in their life.

2. Goals and Objectives

- To help students gain the skills and confidence so that they can be responsible for their own future
- To expose students to role models so as to learn through the success of Mentors
- To enhance students' educational, social and personal growth through learning from the experience of Mentors
- To enable students to deepen their understanding about their interests, personalities, families, schools, communities and the world in making choices about their careers and lifestyles
- To develop a supportive network which shall be beneficial to the students' career development in the long run, as Mentors can help our students make successful transition to the changing dynamics of the job market and mature as persons of responsibility in their course of life
- To enable alumni to maintain a close tie with Methodist College and make valuable contributions to the development of our current young students

3. Implementation

A. Mentor-Mentee Matching

Matching mentoring pairs is the most important part of any Mentoring Programme. In this regard, alumni and church members will be invited to be the Mentors of current senior form students (Form 4 to Form 6) and each Mentor would be the advisor of not more than 3 students. Since our Mentors come from different professions and backgrounds, and our senior form students may also have different needs and aspirations in their studies and future career orientations, we would let students indicate their preferences so that we can match them up (not guaranteed) with Mentors who possess the corresponding expertise.

B. Duration of Programme

The Mentoring Programme (full Programme) begins in September with a kick-off Orientation Day and will end around August in the following year. In fact, the programme does not have a definite end date, as the Mentor-Mentee relationship may carry on well beyond the official end date.

4. Activities that Mentors may organise for Mentees

A. Educational Activities

- Attending educational or professional conferences, seminars or workshops
- Arranging campus visits to local universities

B. Life Exposure Activities

- Discussing subjects of common interest
- Sharing of each other's backgrounds, interests, life goals and expectations
- Skills building, critical and analytical thinking, decision-making, problem solving and stress management

- C. Social Activities
 - Going out for lunch/dinner/tea/happy hour together
 - Going to movies or cultural performances together
 - Engaging in sports, recreational and cultural activities together
- D. Career Exposure Activities
 - Careers visits – career field(s) of the Mentor and/or his/her friends
 - Introduction of the field(s) – description, nature, and actual operation
 - Scheduling meetings to share issues related to the current development of the Mentor's field(s)
- E. Others
 - Frequent contact via e-mail, telephone calls, cards, letters, etc
 - Arranging group mentoring activities together with other Mentors and Mentees

5. Benefits

- A. Mentees will benefit from:
 - Receiving the support and guidance of a caring Mentor
 - Receiving assistance in academic endeavours
 - Experiencing greater self-esteem and motivation to succeed
 - Receiving encouragement to seek their own life goals and to reach for them
 - Improving interpersonal relationships, such as those with teachers and family
 - Receiving assistance in choosing a careers path
- B. Mentors will benefit from:
 - Increasing their involvement in the community and Methodist College
 - Recognising that they can make a difference in a young person's life
 - Making new friends with other Mentors and the younger generation
 - Gaining new experience and knowledge about young people and the recent development of Methodist College
 - Contributing to the quality of the future workforce

6. Qualifications of Mentors

All Methodist College alumni and members of the Kowloon Methodist Church interested in becoming a Mentor are eligible. The Mentor must be someone who is able to give positive influence on a student's life. The most crucial role for a Mentor is to set a good example for the student. A Mentor is someone who cares about that student, who believes in that student, and is committed to a long-term relationship with the student. Therefore, the programme requires Mentors to meet their Mentees four times a year, or approximately every three months. Mentors and Mentees can communicate in whatever ways they find effective and involve themselves in whatever activities that are meaningful and that the Mentor can have positive influence over the student.

7. Guidelines to Mentors

- A. A Mentor should:
 - Engage in a positive relationship with the student
 - Give attention to the student
 - Have a positive self-esteem about himself/herself
 - React well to stressful situations
 - Tolerate frustrating situations
 - Be a patient listener
 - Communicate on a level that the student can understand
 - Be stable and committed
 - Provide leadership
 - Be a positive role model
 - Show up on time
 - Be willing to serve a minimum of one year in the programme, hopefully more than that
 - Care about helping a student in need of support
 - Nurture a relationship that respects the student's dignity

- Accept responsibilities
- Reinforce student's success

B. A Mentor should not:

- Engage in alcohol or drug abuse
- Have a criminal record
- Be a judgmental person
- Replace the role of a parent/guardian
- Expect dramatic changes in the Mentee's attitude and self-esteem quickly (Mentoring is a process that takes time)
- Provide solutions to all the issues faced by the Mentee
- Break the trust they have established

8. Qualification of Mentees

Any Form 4 to Form 6 Methodist College student who has:

- A proven academic record
- Broad interests and involvement in extra-curricular activities
- An unyielding sense of commitment to the scheme
- A strong sense of commitment demonstrated to the programme
- A cheerful, outgoing, presentable, sociable and self-motivated personality
- An eagerness to enhance self-development, broaden cross-cultural understanding
- An enthusiasm to learn about the community with a genuine sense of responsibility towards it

9. Guidelines to Mentees

A. A Mentee should:

- Take good initiatives to keep close contact with your mentor throughout the mentorship period
- Commit to the scheme and agree not to quit before it ends
- Attend the official functions held
- Prepare a final report with the assigned group of mentors and mentees at the end of the programme
- Report any problems in your contact with the mentor
- Properly handle the information of and related to your mentor and his/her organisation

B. A Mentee should not:

- Disclose such information to any unauthorised persons
- Be absent in the meetings without good explanations
- Be slow in replying to the Mentor's call or e-mail