

Terms of Reference for Mentors

Description of Mentoring SG

Mentoring SG seeks to support youth development and school-to-work transitions through mentoring for youth to thrive, grow and realise their aspirations. Mentors play a pivotal role in guiding mentees, helping them achieve the following Youth Development Outcomes (YDOs):

- Ability to navigate life transitions.
- Social mobility through access to resources and networks.
- Psychological and emotional well-being.

Types of Mentoring

Mentors may participate in two types of mentoring engagements:

- **Formal Mentoring:** Structured and consistent mentoring relationships, with defined goals, onboarding and offboarding processes, and access to training and resources.
- **Informal Mentoring:** Flexible, ad-hoc engagements that focus on providing support without a fixed structure or schedule.

Both can be conducted in a one-to-one or group mentoring format.

Mentor Roles and Responsibilities

As a mentor, you are entrusted with guiding and supporting mentees in their personal, academic, and professional growth. To ensure the effectiveness of your role, adhere to the following principles:

- **Passion and Commitment:** Demonstrate genuine interest in helping youths achieve their goals and overcome challenges.
- **Safe and Respectful Engagement:** Create a secure environment for open dialogue, maintain confidentiality, and respect mentees' individuality.
- **Sensitivity and Cultural Awareness:** Be mindful of the diverse needs, backgrounds, and aspirations of your mentees.

Key Areas of Mentorship Focus

1. **Career Development:** Provide guidance on career pathways, skill-building, and networking.
2. **Character Development:** Foster values such as resilience, integrity, and empathy.
3. **Personal Growth:** Support mentees in setting and achieving life goals, managing stress, and building confidence.

Best Practices for Mentors

To build meaningful and impactful relationships, mentors should embody the following qualities and practices derived from mentees' preferences:

Build Strong Mentor-Mentee Rapport

- Prioritize relationship-building as the cornerstone of mentoring success.
- Be consistent in your interactions; mentees value mentors who show up regularly and take the time to understand them.

Leverage Experience and Resources

- Offer access to your networks, tools, and resources to create opportunities for mentees.
- Use your expertise and knowledge to provide relevant and actionable guidance tailored to the mentee's goals.

Consistency Matters More than Duration

- Maintain a consistent cadence for sessions—ideally once every 2-3 weeks for 1-3 hours—to establish trust and continuity.

Adopt a Structured Approach for Less Motivated Mentees

- For mentees needing extra encouragement, follow a structured mentoring framework with clear objectives and milestones.

Contact Us

For enquiries, feedback on, or contributions to this Mentor TOR, please contact the Mentoring SG team at mentoring.sg/contact-us.



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