

**Mentorship**



# Street Sports for All

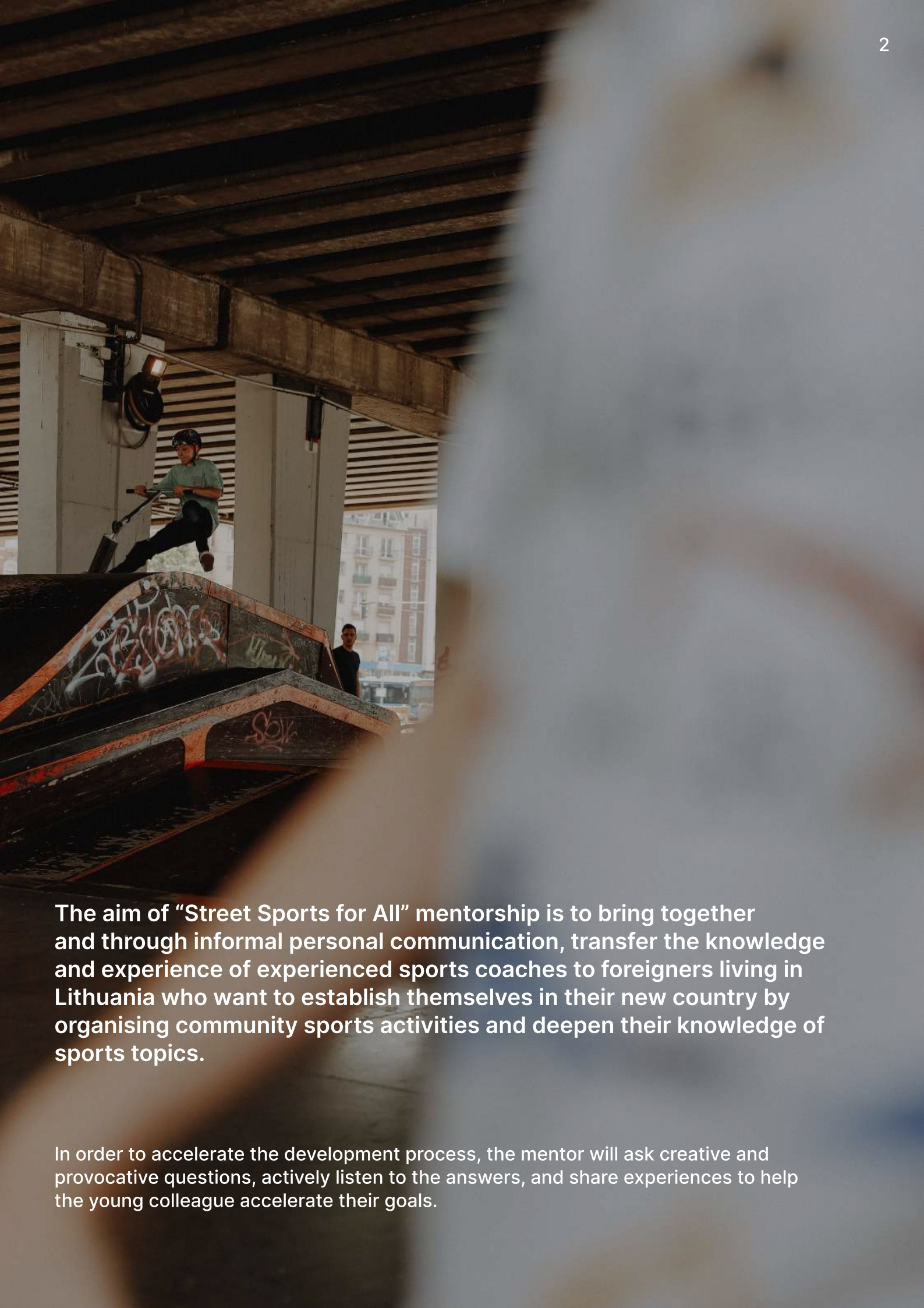
Today, mentoring is understood as a process whereby a professional in their field shares experience with a younger counterpart and helps them to learn about their chosen field, develop skills, and achieve goals.

Mentoring is an opportunity for the mentor to share wisdom and experience, to help the mentee develop by encouraging growth through learning from the mentor's professional and personal experience, to facilitate reflection, to build new relationships, and deepen mentoring skills. Meanwhile, the mentee must take responsibility for the mentoring relationship and be able to nurture it, be proactive and curious.

A well-developed relationship will be the basis for achieving one's goals. It is a relationship about the mentee's professional dreams and aspirations.

**SO IT IS  
WORTH  
THE EFFORT!**





The aim of “Street Sports for All” mentorship is to bring together and through informal personal communication, transfer the knowledge and experience of experienced sports coaches to foreigners living in Lithuania who want to establish themselves in their new country by organising community sports activities and deepen their knowledge of sports topics.

In order to accelerate the development process, the mentor will ask creative and provocative questions, actively listen to the answers, and share experiences to help the young colleague accelerate their goals.

# PHASES OF MENTORSHIP

**Mid-August to mid-December 2023**

- **Relationship building**
- **Information exchange and goal setting**
- **Learning**
- **Achieving a goal**
- **Mentoring overview**

In these stages you will get to know each other and start to build trust.  
At the first meeting, get to know each other and discuss your experiences.

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## **Questions you can discuss at the first meeting:**

- What do you expect from the mentor, and what does the mentor expect from you during this period?
- What specific goals do you want to achieve together? What do you want to learn? What can the mentor give you?
- How will you ensure regular communication? How often will you meet?
- Will the communication take place at pre-agreed times?

**Remember to set a tentative date, time and plan for the next meeting.**

This mentorship is your opportunity to learn and grow, to **learn more about sports training and to start organising sports activities in your community.**

And no matter what type of sport or topics you are interested in, shape your mentorship journey according to your individual needs in order to grow.

Whether you're interested in coaching techniques, team management, or any other aspect of sports, your mentor will guide you in your learning journey.

Remember, a mentor is not there to decide or do everything for you, he/she is your guide, able to ask you the right questions that you will find the answers to yourself, and able to share his/her own experiences, inspire, motivate, advise, perhaps even involve you in learning through practice.

However, you are responsible for the success of this mentoring. Therefore, it is **YOU**, not your mentor, who has to be more proactive, because **YOU** have chosen to have a mentor, which means that you have goals that you need experienced person's guidance to achieve.



# TIPS FOR MENTEES

## **Rational expectations of the mentor**

The mentor's main task is to encourage you to develop by learning from the mentor's professional and personal experience. Therefore, perhaps the most useful thing a mentor can offer you is an alternative approach and a different perspective on your situation.

A mentor can help you to look at your situation from a broader, different angle, evaluate your ideas or advise you on what new skills and resources you could benefit from and how to plan the work that will lead you towards your goals.

## **Find the communication channels that work best for you**

These can be emails, Zoom, MS Teams, online or telephone chats, or informal meetings. It is very important, if possible, to have at least one 'live' meeting or call at the beginning. This greatly enhances communication and helps to establish a personal connection.

If you are communicating by email and have a lot of questions for the mentor, schedule a call instead of replying by email. This will make it much easier to quickly and efficiently discuss all the things that interest you.

## **The appropriate intensity of communication**

Do not lose contact. The frequency of communication will depend on your and your mentor's agreement.

We would suggest that you have a regular dialogue with you

## What do I expect?

Help your mentor to help you. Tell your mentor how he/she could be most useful to you.

## Communication and structure

Communicate clearly and in a structured way. Define your needs and present them to your mentor as clearly and concretely as possible.

It is advisable to make a list of topics/questions to be discussed for the whole **4 months** ahead - this is very helpful not to "overwhelm" the mentor with all the questions at the same time, but to divide them up in a rational way and leave time to discuss each one in depth.

*What is worth reflecting on and discussing with the mentor?*

- *What knowledge, qualities and resources do you need to achieve your goal?*
- *What are the steps needed to achieve it?*
- *Over what period of time will you outline the topics to be discussed and the actions to be taken?*
- *How will you measure success?*

## Getting ready

Prepare for every meeting or call. Take time before the meeting to think about your questions and the ideas you want to share. If you have not asked the mentor any questions in advance, make a brief plan for the meeting and present it informally to the mentor at the start of the meeting.

## Responsibility

Take a responsible approach to your mentor's commitment to you, and value the time your mentor gives you:

- Respond to your mentor's emails, questions and comments in a timely manner. If you don't have time to respond in detail right away, write a short message to say you will get back to them as soon as you have a chance.
- Keep the mentor informed of the results of the advice you are implementing, even if they are achieved after the mentoring project has ended. Mentors are always happy to see the fruits of their work.
- Keep the mentor informed about your availability so that he/she knows if there is no news from you for an extended period of time, whether you are away or stuck at work or studies.


## Willingness to learn

Learn, and accept advice and criticism. Seek to improve, learn new things, and accept opinions, suggestions and constructive criticism. But the final decision is yours. Think it through and discuss it with other experienced people.

If you do experience difficulties in communication, do not delay and deal with them in good time. Talk openly with your mentor before any misunderstanding in your communication becomes a bigger problem.

**AND, OF COURSE, DON'T FORGET THAT MENTORING IS A JOURNEY OF EXPLORATION AND GROWTH FOR BOTH OF YOU, A RELATIONSHIP YOU ARE BUILDING, ENJOY THE PROCESS!**



A close-up, low-angle shot of a basketball. The ball is positioned diagonally across the frame, with its top towards the upper left. The basketball has a textured, orange-brown surface with dark, curved lines. The word "WARRIOR" is printed in large, bold, black capital letters on the upper part of the ball. The background is dark and out of focus, creating a dramatic effect with strong highlights on the ball's surface.

Experience shows that people who have had a mentor in their lives  
adapt more quickly and successfully, achieve more, and do not  
repeat mistakes.