

(Not so) Frequently Asked Questions
(we're still quite new)

The Project

Erm, what's going on here?

Essentially, we are a **free** place to find support through mentoring or give support through mentoring. You can sign up as a mentor, be mentored or do both, completely up to you. If it isn't really your cup of tea, that's ok, but maybe you know someone who could benefit? It would be great if you could point them in our direction. You could send them the link to the website, share our social media platforms and @ them, or a bit of old fashioned chat goes a long way.

This looks great, but I don't really see what I can contribute?

Firstly, thanks, we love a compliment. Secondly, we think you are probably being incredibly modest, there will be loads you can contribute to. You could be a mentor, a mentee or a BTP cheerleader and spread the word (*we don't provide poms poms, sorry*).

What is a mentor?

A mentor is defined by many different dictionaries as a trusted counsellor, guide and teacher. Mentoring often occurs in the workplace, with a junior employee being mentored by one more experienced.

Through the Better Together Project we aim to bring this to all aspects of life, both professional and personal. If you have mentored before, you may well know what kind of mentoring style you have, if you haven't, then this is a great opportunity to explore what that might be.

I don't even know what I would mentor with?

That's ok, it can actually be quite hard to figure out the areas you could mentor in. We'd suggest that you start off by taking a look through all of the things you have been through in life ... good, bad and everything in the middle.

So, have you ever experienced grief? Ever moved a long way from family and friends? Been in a relationship? Changed career? Started a new business? Taken risks? Broken out of the mould that was set for you? These are just for starters, but once you've made a list of all the things you've been through, is there anything that you would do differently if they were to happen again? Are there any lessons learnt?

Now ... imagine if you could share those lessons with someone going through that thing right now? It would be pretty incredible right?

We know you'd make an awesome mentor and we can talk further with you about other areas of mentoring. Go on, hit the sign up button.

I'm not sure I'm up for mentoring yet, but I don't see why I'd become a mentee?

Look, you are incredible, we know that and hope you do too. If you don't think you are incredible, one of our great mentors might be able to help you start believing it. If you know you are incredible but you are not sure what to do with all that incredibleness, one of our mentors might be able to help and support you in finding your path. If you want to go one better than incredible (*incredibler, incrediblist ... we'll work on that one*) then one of our mentors can probably help with that too.

You could be struggling with something, succeeding at things or just not quite sure where you are, whatever your situation there will be a mentor for you.

'A flower will grow without a gardener to tend to it, but when a gardener uses their wisdom, tools and passion to tend to that flower, that flower will flourish!'

Why is it only open to women?

Although there are now more prominent women in the world as role models and also raising aspirations, we believe there is still a way to go. This is why the Better Together Project focuses solely on women, to push forward in the journey to equality and raise more women up. If you are interested in starting a 'Better Together Project' style programme for men, we would be more than happy to share learnings and thoughts.

FAQ's for mentoring:

How much time needs to be committed?

Essentially, it is up to you and your mentee, it needs to work around the both of you. We would recommend that mentors commit to **one hour per week** for around 3 months to really make an impact. We know that each mentoring situation may be different and being able to adapt will be key. Boundaries are important, if you find you are spending over 90 minutes with your mentee a week, the lines may start to become blurred.

How will I be paired with my mentee?

They might request you from seeing your profile on the website or on social media. Otherwise, we will be looking at what they are interested in being mentored with and likely pair you up that way. We will take into consideration what you have both told us about yourselves as well, in order to make a good match.

What format does the mentoring have to take place?

That is to be decided between you and your mentee and will be dependent on your locations. In the wake of the coronavirus, virtual conversations are much easier and accessible and we would suggest using zoom, facebook rooms or whatsapp calling depending on what contact information you want to share with you mentee. If you choose to do in person mentoring, we would ask that at this time, you observe and adhere to the coronavirus guidance that is currently set by your area's officials.

Will I get paid to be a mentor?

Only with positivity and the great feeling that comes with mentoring. Mentoring with BTP is not a paid position, the Better Together Project is an unincorporated association which means we don't receive funding to maintain the project and therefore anyone coming on board with the programme will need to cover their own expenses. You can definitely reference us on your CV, add your role to your LinkedIn profile or any other social media/ platforms you regularly use. Seriously, go shout about it, you're doing a great job!

Is there any CPD offered with mentoring?

We will signpost you to free CPD that is available and update this regularly. We will also signpost you to qualifications and other courses that will come at a cost, but at this moment in time, the Better Together Project will not be able to financially support you through these. We will look to bring our mentors together around once a month so that best practice can be shared and any issues solved as a collective. You may also then meet others that you may wish to then be mentored by.

If I become a mentor will I receive any sort of accreditation?

No, this is a community based project and is not accredited.

What skills and experience do I need to be a mentor?

As a mentor you will need to be open minded, non-judgemental, a great listener and ready to support. These are the basics. In terms of experience, you don't need to have had any previous experience of being a mentor but we would prefer for you to have been at least mentored by someone else. If you have not been a mentor or been mentored then don't worry. We would run you through a small induction programme and have you doing some shadowing beforehand. We all have to start somewhere right?

Are there any age limits on being a mentor?

You must be 18+ to be a mentor and there is absolutely no upper limit.

What if I don't get along with my mentee?

We'd ask that you let us know so we can gain a better understanding as to why the partnership isn't working. If all else fails, we want you and your mentee to have a positive experience and would work to find you both new pairings.

I've got some specific needs, can I still be a mentor?

Yes, the project is inclusive of all women.

FAQ's for being mentored:

Why would I want to have a mentor?

Because you'd like some guidance and support in one or more aspects of your life from someone that has similar experiences to you, has achieved what you're hoping to achieve or has the skill set needed to get you to where you want to go. You might be struggling with confidence, goal setting, social settings, career decisions, identity ... whatever it might be we will aim to connect you with a great mentor.

What can a mentor support me with?

A mentor can support you with almost anything; confidence in social setting; general confidence; career guidance; personal goals; skill development and many more. Maybe you just feel a little bit lost at the moment, stuck in a rut or not sure how you ended up where you are. You may well be on course to achieving goals that have been previously set but you're not sure of next steps or you can't quite reach that goal. Whatever your situation, there will be a mentor out there for you. And hopefully, at some point, you will feel the need to give back and consider becoming a mentor yourself.

Can I pick my mentor?

If you've seen a mentor on our mentor page that you think could support you, then yes. Obviously, this will depend on their availability and how many mentees that they currently have.

What if I don't get along with the mentor that I am paired with?

We'd ask that you let us know so we can gain a better understanding as to why the partnership isn't working. If all else fails, we want you and your mentor to have a positive experience and would work to find you both new pairings.

How will I meet with my mentor?

That is to be decided between you and your mentee and will be dependent on your locations. In the wake of the coronavirus, virtual conversations are much easier and accessible and we would suggest using zoom, facebook rooms or whatsapp calling dependant on what contact information you want to share with you mentor.

Are there any requirements for me to get a mentor?

Just an openness and readiness to get to know somebody new and take on their guidance and support. You will need to be ready to be honest with your mentor so that they can truly support you.

How do I sign up?

Head back to our website and click on any one of (*the many, we're keen*) the sign up buttons and we'll go from there.

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