



Natural Mentoring

“Identifying rolemodels in your own surroundings and reaching out to them for guidance, reflection and advice.”

What is a natural mentor?

A natural mentor is a rolemodel, somebody who...

- *A student can look up to*
- *In the environment of the student who knows the drill*
- *Is able to share knowledge and inspiration*
- *Is invested in the student*
- *Gives a different perspective, an outsiders view*



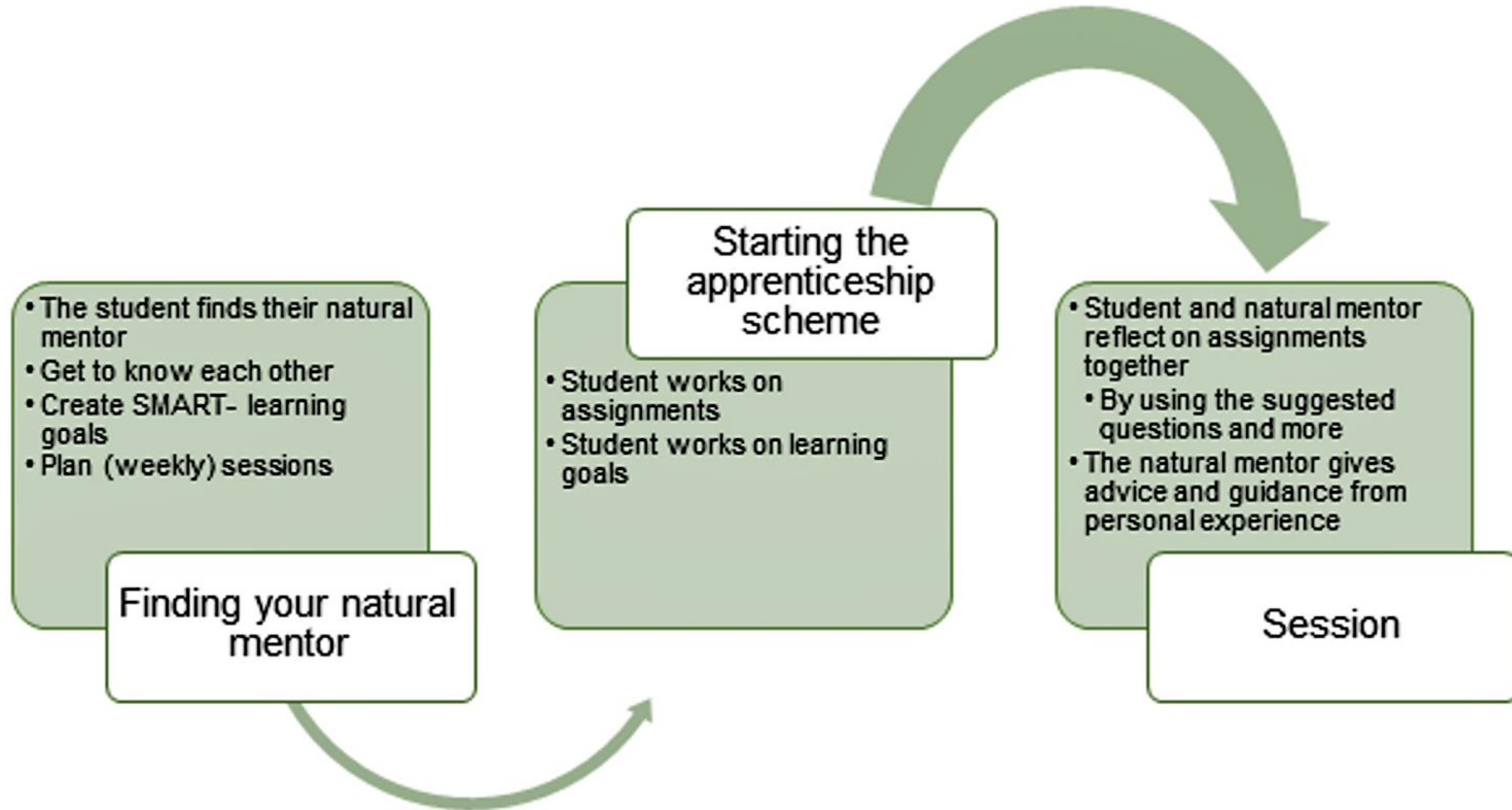


Me and my natural mentor

**What soft skills does
a natural mentor
have?**



How to work with a natural mentor?



Reflecting with the student

Reflectional questions after each assignment

- Example questions:

- *Describe the things that went well. Also ask what exactly went well in this situation.*
- *Can you describe things that went not as well, and why did they not go as planned?*
- *Describe a positive aspect on how you worked on the presentation.*
 - *What did you do to work your way towards your goal?*
- *Are there things you could do different the next time? And what are these things?*
 - *Who or what did you helped to reach your goal?*

Assignment 5 | Negotiation on the work floor

You have been working for a little while in this company, take a moment to reflect! You already learned so much, but what exactly did you learn?

Today we are working on the next task! We are going to learn how to negotiate with your colleagues. Take a moment to think do you already have some experience with negotiation? Maybe in your private life? It can be as small as negotiating with your parents about going to that fun party and doing your homework another time! In the business life you need to negotiate to come not only closer to each other, but also to find certain midways in a situation.

Your assignment is to negotiate with your supervisor.

Try to find a situation where you made a double appointment, for example you must go to the doctor or you have to work on your school assignments during working time. How can you compensate for these situations, when will you fill these hours in another time?

A professional attitude gives more freedom. Be polite, respectful and smart about how you ask these questions.

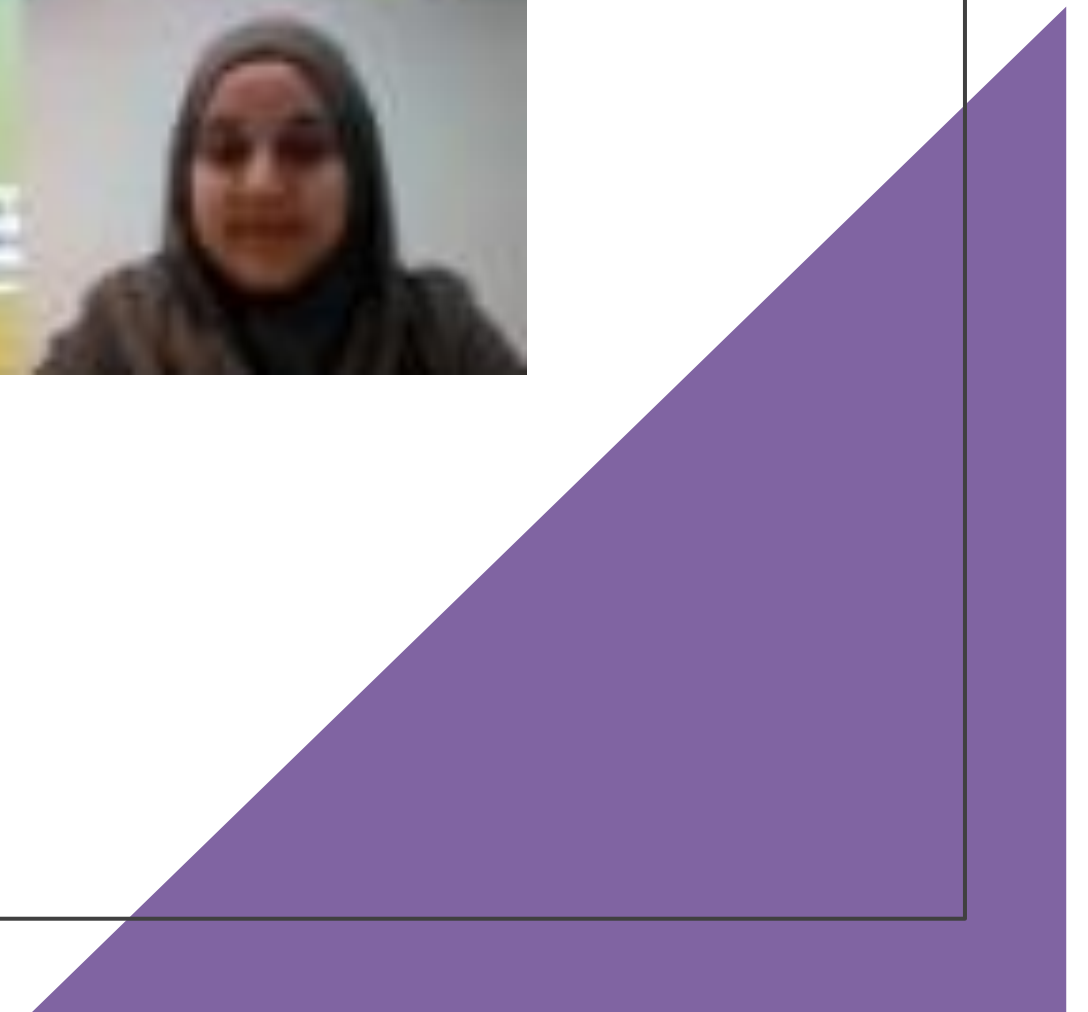
Reflect this assignment with your mentor. You can use the questions listed below:

- ❖ Describe the things that went well. Also ask what exactly went well in this situation.
- ❖ Can you describe things that went not as well, and why did they not go as planned?
- ❖ Describe a positive aspect on how you worked on the presentation.
- ❖ What did you do to work your way towards your goal?
- ❖ Are there things you could do different the next time? And what are these things?
- ❖ Who or what did you helped to reach your goal?

The soft skills you will use in this assignment are:

Communication, Negotiation

Learning from experience





**Thank you for the
attention!**

What is the difference between a mentor and supervisor?

Natural mentor	Supervisor
<ul style="list-style-type: none">- Picked by the student- Outside source of information- Reflecting on assignments- No influence on passing the internship- Support and advice- Focussed on personal goals	<ul style="list-style-type: none">- Matched through school/organisation- Inside source of information- Reflecting on work-specific tasks<ul style="list-style-type: none">- Grades the student- Support and advice- Focussed on professional/educational goals