



## GROUP MENTORING

- **Work with the school (or youth-serving agency where the mentoring takes place) to establish your program goals.**

With group mentoring, the goals are often socialization, academic support, building self-esteem, goal setting and bonding with peers. Group mentoring may be particularly helpful to adolescents who are having difficulties with peer relationships. Being in the group may help youth better understand social processes and give them a safe context in which to develop their social skills in relating to peers. Additionally, group mentoring appears to strengthen mentees' ties with other important adults, such as parents and teachers.

- **Involve only participants who can benefit from this type of mentoring.**

Recruit mentors who can handle the dynamics of working with groups of young people and young people who can benefit from a group setting. Some characteristics of good Group Mentors are:

1. Patient
2. Able to follow instruction
3. Leadership skills
4. Able to set boundaries without being punitive
5. Sense of humor
6. Shares the values of the organization
7. Interested in each group member as an individual

- **Take special care in designing a termination policy.**

With group mentoring, if a mentor or young person decides to leave the relationship that decision will affect everyone else in the group.

- **Offer additional mentor training to help adults understand group dynamics.**

Examples of training topics include team building.

- **Have patience in achieving goals.**

With group mentoring, it takes time for all members of the group to get to know one another and gain a level of trust. A group will move more slowly, so goals will take more time to achieve.