

Welcome to the AIDE Canada Peer Mentorship program!

This is the first step in your journey towards mentorship success. This booklet is a resource for you to use if you or your mentorship partner are in need of community and regional support outside of the mentorship program.



The 4 essential characteristics of a good mentor:

Commitment

Respect

Patience

Empathy

Mentorship is	Mentorship is not
A form of support between one person and another	Counselling
It is a process where an experienced individual supports another in one-on-one conversations	Therapy
A 2-way conversation	A passive endeavour
An opportunity for both parties to develop and fine tune their skills	A medical relationship
Setting and reaching goals	Parenting
Guidance and advice in reaching those goals	Buying and selling
	A stand-alone method of support
	Life coaching

A good first meeting should include:

- Both parties sharing a little about who they are, their goals, and why they feel it would be a good connection
- Setting a clear timeline for the first steps of the relationship
- Setting a manageable frequency and meeting structure
- Deciding on logistics of future meetings and determining who will take care of logistic details

Tips for Mentors:

- Show up on time
- Actively listen
- Helps the protégé follow a schedule/agenda
- Supports the protégé in determining and meeting goals
- Know when you are available for the next meeting

- You are a source of support for your protégé to set and reach a goal. For example, if your protégé is looking for help in locating an employment resource, this booklet will have information you can share.
 - You aren't expected to be an expert or to have all of the answers. It's okay not to have answers to questions you are asked. This is a great opportunity for you to explore resources together.
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Tips for Protégés:

- Remember your mentor is a volunteer
 - Take Responsibility for your own learning
 - Be respectful of your mentor's time
 - Come to each meeting with a prepared agenda
 - Be open about your needs and provide feedback to your mentor
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General tips:

You need to be clear about your boundaries. For example, if you are okay receiving text messages then you can do that. If you aren't okay with text messages and have chosen to communicate via email or phone/video conference all, be sure to communicate that clearly.

Conversation starters

- "I wanted to focus on XYZ today "
- "These are the goals I have worked on since our last meeting"
- "I need assistance in XZY"
- "Can I run these ideas past you?"
- "What are your opinions on XYZ, do you think I'm heading in the right direction?"

Next steps:

1. Create a meeting schedule
 2. Plan a time to identify and write out your goals
 3. Plan time and activities that will help you identify challenges
 4. Plan topics and activities for each meeting
 5. Schedule time and activities to celebrate making progress
 6. Set an end date for the project and decide how to wrap things up
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Goal setting

Set 2 to 3 goals to get you started.

SMART goal sample: *I will secure five job interviews before my graduation date on May 23, 2020, by applying to and following up on three job openings every day.*

Specific: The goal establishes what they will do and how they plan to do it.

Measurable: The number of interviews and job openings provide metrics.

Achievable: The metrics can account for other responsibilities they may have, helping it remain realistic.

Relevant: They're about to graduate and are getting an early start on finding a job.

Time-based: Providing daily goals and an overall deadline creates a timeline.

Goal 1.

Goal 2.

Goal 3.

You will be supported by AIDE Canada through the process by setting up the first meeting and helping to define what you want from this partnership.

Remember that this should be a positive experience and you have support to help navigate that.

Your points of contact will be:

SF Walker – sfwalker@aidecanada.ca

Rebecca D’Agnilli – rdagnilli@aidecanada.ca

Enjoy the program!

Resources:

AIDE Canada

<https://aidecanada.ca/>

Alberta Supports for people with disabilities

<https://www.alberta.ca/supports-for-people-with-disabilities.aspx>

Alberta Council of Disability Services

<https://acds.ca/resources/index.html>

Mental Health:

Autism Calgary

<https://autismcalgary.com/information/child-and-youth/health-resources/mentalhealth/>

Emergency Information:

<https://myhealth.alberta.ca/Pages/Emergency-Phone-Numbers.aspx>

Health Link

Free nurse advice and general health information for Albertans.

🔗 [Health Link Website](#)

24 Hours

Addiction Services Helpline

Help for problems with gambling, alcohol, tobacco, and other drugs.

1-866-332-2322

24 Hours

Bullying Helpline

Advice or support on bullying.

🔗 www.bullyfreealberta.ca

1-888-456-2323

24 Hours

Family Violence Info Line

Call if you (or someone you know) are going through family violence or abuse if you have questions or want to find out about programs, resources, and services.

310-1818

24 Hours

Income Support Contact Centre

Financial help for Albertans who don't have resources to meet their basic needs (e.g., food, clothing, shelter).

1-866-644-5135

24 Hours

Kids Help Phone

Free, anonymous, confidential telephone and web counselling for youth in Canada.

🔗 www.kidshelpphone.ca

1-800-668-6868

24 Hours

Mental Health Helpline

Offers help for mental health concerns for Albertans.

1-877-303-2642

24 Hours

Poison & Drug Information Service

Confidential advice about poisons, chemicals, medicines, and herbal products.

1-800-332-1414

24 Hours

Rehabilitation Advice Line

Occupational therapists and physiotherapists give advice and help finding services for people with concerns about pain, movement, and daily activities. Phone line: Monday to Friday

1-833-379-0563

9am-5pm