

# **Building and managing the mentor relationship activities**

- Activity 1: EMPATHY & RAPPORT
- Activity 2: BASIC PRINCIPLES OF THE MENTORING RELATIONSHIP

## Activity 1: EMPATHY & RAPPORT

In groups or pairs

- Consider past relationships where there has been good empathy and rapport.
- Consider past relationships where there has not been good empathy and rapport.
- What was missing?

Ask the group to come up with some ideas about what empathy is and how to build rapport.

What's the difference between empathy, rapport and friendship?

Some definitions of rapport:

*"A relationship of mutual understanding or trust and agreement between people"*

*"Rapport is one of the most important features or characteristics of unconscious human interaction. It is commonality of perspective: being "in sync" with, or being "on the same wavelength" as the person with whom you are talking."*

Facilitator to collect ideas.

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## Activity 2: BASIC PRINCIPLES OF THE MENTORING RELATIONSHIP

In groups – Ask the groups to decide what the underlying basic principles of the mentoring relationship should be? Each group reports and shares ideas with everyone.

Some suggestions:

1. A shared understanding of, and agreement with, the purposes of the mentoring scheme
  2. An understanding of the process and the time frame
  3. The mentoring project is a constructive, developmental form of support – of mutual benefit to those taking part
  4. There will be adequate training, preparation and support
  5. The mentoring scheme will reflect and promote a commitment to equal opportunities
  6. Open communication and consultation will occur throughout the implementation and management of the scheme
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For further details about the mentor programme, please contact

Val Yates

Director of Access and Inclusion

01905 855554

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