

Activity 'Mentor- Mentee Speed- interviewing

In order to find the right match between mentor and mentee, the SUPREME mentoring team can arrange for speed-interview sessions. The aim of the activity is to create an informal environment where potential mentors and mentees can meet.

This activity is designed to create an informal environment for both the mentor and mentee in order for them to find the right match. For mentees arranging the first meeting with their (potential) mentor can sometimes be rather exiting. To break the ice and to take away all boundaries that might exist, 'speed-interviewing' sessions in an informal environment can be organized. This approach is appealing and fun for mentor and mentee and guarantees several right matches!

Resources: 2 hours | 1 speed-interview organizer | 10 potential mentors | 10 potential mentees | Nametags | Informal environment (café) with at least 10 tables | Gong

Step 1) Prepare speed interviewing location Find a suitable (in school) grand café or student canteen and prepare 10 (depending on the size of the group) sets of tables with two chairs. Line them up in a circle. Make sure the environment is attractive and informal (music, soft drinks, etc).

Step 2) Give introduction to the speed-interviewing activity Explain the aim of the activity and the rules of the game. Aim is to find the right match between mentor and mentee. This will be done by connecting mentees to mentors. Mentors will sit down at one side of the table. After the mentees hear the gong, they choose the mentor they want to speak to and sit down at the empty chair at that table. After 5 minutes they will hear a gong, this means they have to switch places. Aim for the mentee is to speak as much mentors as possible. The mentees is free to choose which mentor he/she wants to talk to.

Step 3) Ask mentors to take their place All mentors will take place at one side of the 10 tables (so one mentor per table).

Step 4) Hit the gong! Hit the gong every 5 minutes (more or less) and make sure every mentee finds a mentor. Circle around to make sure conversations do not falter. Help people by posing questions, suggesting conversation topics, etc. Tip: Use cards with statements to get the conversation going. Do as many speed-interview rounds as you feel necessary.

Step 5) Closure of the activity Close the speed-interview activity by thanking everybody for their active participation, recapping on the activity and mentioning some interesting facts of the activity. Thank especially the mentors for their participation. The mentors can leave. The mentees are asked to stay.

Step 5) Central Discussion mentees Ask the mentees centrally to their experience with the speed interviewing sessions. Ask them if they have found a right match and if so let them note their top 3 on a list.

Step 5) Make the match After the speed interview activity you have made an inventory on the choice of the mentees. Analyse this and make the match based on the preferences of the mentee. Contact the mentor and arrange the first meeting.