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What is Mentoring?

An Easy Read Guideconference

Two Way Street

AGOSCI

This project is funded by the Australian Government DSS under the NDIS ILC program.

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About this booklet

Two Way Street

When we say "we" that means Two Way Street.

When we say "you" that means the person reading this booklet.

This document has some hard words.

The first time we write a hard word

- the word is in blue
- we write what the hard word means.

<Transcribers Note> The words in blue has been made bold for this version</Transcribers's Note>

You can ask for help to read this document. You can ask

- a friend
- family members
- a support person.

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Who we work with

AGOSCI

We are working on a project with AGOSCI.

In this booklet we will tell you about

- the project and what we are doing
- what mentoring is.

In this project we are **redefining mentoring** for and with people with a communication disability.

Redefining means to see something in a different way.

Mentoring is when one person helps another by sharing what they know.

We are also working with the community on this project.

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About the project

In June 2024 we received a three-year **grant** from the Australian Government.

A **grant** is money that can help you

- study
- start a project.

We will look at new ways to make mentoring work well for people with communication disabilities.

We will create a toolkit that anyone can use.

The toolkit might include things like

- communication boards
- easy read documents.

The toolkit will be easy for everyone to use.

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What is happening

This mentoring project has 3 **phases**.

A **phase** is a stage or step in something that happens over time.

In phase 1 we

- learn about mentoring
- speak to people
- went to the AGOSCI conference.

In Phase 2 we

- work with people with communication disabilities
- will talk with the community to help design the toolkit together.

In Phase 3 we

- create and test the toolkit.

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What did we learn in phase 1?

In phase 1 we learned that mentoring is when someone with **experience** supports and helps someone with less experience.

Experience is something you go through that helps you learn something.

The mentor

- gives advice
- shares ideas
- helps the mentee learn and grow.

Mentoring

- can happen at work at school or in everyday life
- is a **supportive relationship** where both people learn and grow
- **supportive relationship** is when you feel safe with a person who knows and helps you
- can happen in different ways sometimes without even noticing.

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About mentors and mentees

A **mentor** is someone who

- helps and supports another person
- has experience in a certain area
- shares advice and knowledge
- helps the **mentee** set and reach goals.

A **mentee** is a person who

- is learning from a mentor and gives support and feedback
- wants to learn and grow
- is open to advice and feedback
- works toward personal or professional goals
- uses what they learn from the mentor.

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How mentoring helps people

Mentoring can help mentees

- learn new skills
- build confidence and speak up
- solve problems and set goals
- feel supported and understood
- get motivated and believe in yourself

Mentoring can help mentors.

- improve communication and leadership
- feel proud and have purpose
- learn from others
- grow confidence and identity

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How mentoring helps people

Mentoring can help families and carers

- see that communication tools work
- feel more confident about the future
- build support networks
- learn how to support the person better

Mentoring can help educators and therapists

- see what people with communication needs

can do

- support people better and aim higher
- learn new ways to teach and include others

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Mentoring can work in different ways

Mentoring can be done in new ways

- these ways help people who communicate differently
- to help people talk and share ideas
- to support people to learn to speak up
- to support people to learn they can make choices
- to support people with communication disabilities to make their own decisions.

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What makes mentoring work?

Good mentoring relationships

- are easy to understand
- can change if they need to
- have shared goals
- have clear expectations
- include emotional connection and respect.

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What's hard about mentoring?

Mentoring is hard because

- people use different ways to communicate
- programs don't work for everyone
- most programs talk too much and don't give choices
- some mentors don't know how to support people who communicate differently
- people can speak for the mentee, which takes away their voice
- programs can be too hard or don't work

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What are the types of mentoring?

There are many different forms of mentoring.

Formal mentoring is

- planned and organised
- when people are matched
- when there are clear goals.

Informal mentoring is

- relaxed and casual
- grows from friendships

Peer mentoring

- both people help each other
- they learn and grow together

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Group mentoring

- is learning in a group
- builds confidence and friendship

E-mentoring

- Happens online
- Uses video, chat, or email

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What do people talk about in mentoring?

In mentoring people talk about

- work and school planning

- building skills like communication and how to be a leader
- increasing confidence and setting goals
- how to solve problems
- meeting new people
- **self-advocacy**

Self advocacy means speaking up for yourself.

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Contact us

To contact Two Way Street you can Call 1800 817 421

Email us

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Visit our website

<https://twowaystreet.com.au/mentoring/>

Visit our Facebook

<https://www.facebook.com/twowayst/>

Visit the Two Way Street office

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Send a letter to

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