

2025 Mentor Trainer Training

Welcome to S2S!



Remember to sign in!

Sign in sheet beside the tea and coffee



Trainer Skills

Communication	Facilitation	Problem Solving	Time Management	Learning Environment
<ul style="list-style-type: none">• Clear and concise communication• Not over communicating• Storytelling• Listen, hear and respond to trainees	<ul style="list-style-type: none">• Working the room• Being aware of group dynamics• Leading by example• Working with another person• Encouraging involvement	<ul style="list-style-type: none">• Managing disruption• People showing up late• Listening and seeking clarity• Act on what needs to be done• Call in support if needed.	<ul style="list-style-type: none">• Understanding the goals of the training• Awareness allocated time• Adapting to the pace of the group• Be flexible with time, but also not go overtime	<ul style="list-style-type: none">• Doing with, not for the trainees• Provide plenty of chances to practice• Showing passion and interest• Create connection to the role and each other.

Experiential Learning

CONCRETE EXPERIENCE

I tried this

REFLECTIVE OBSERVATION

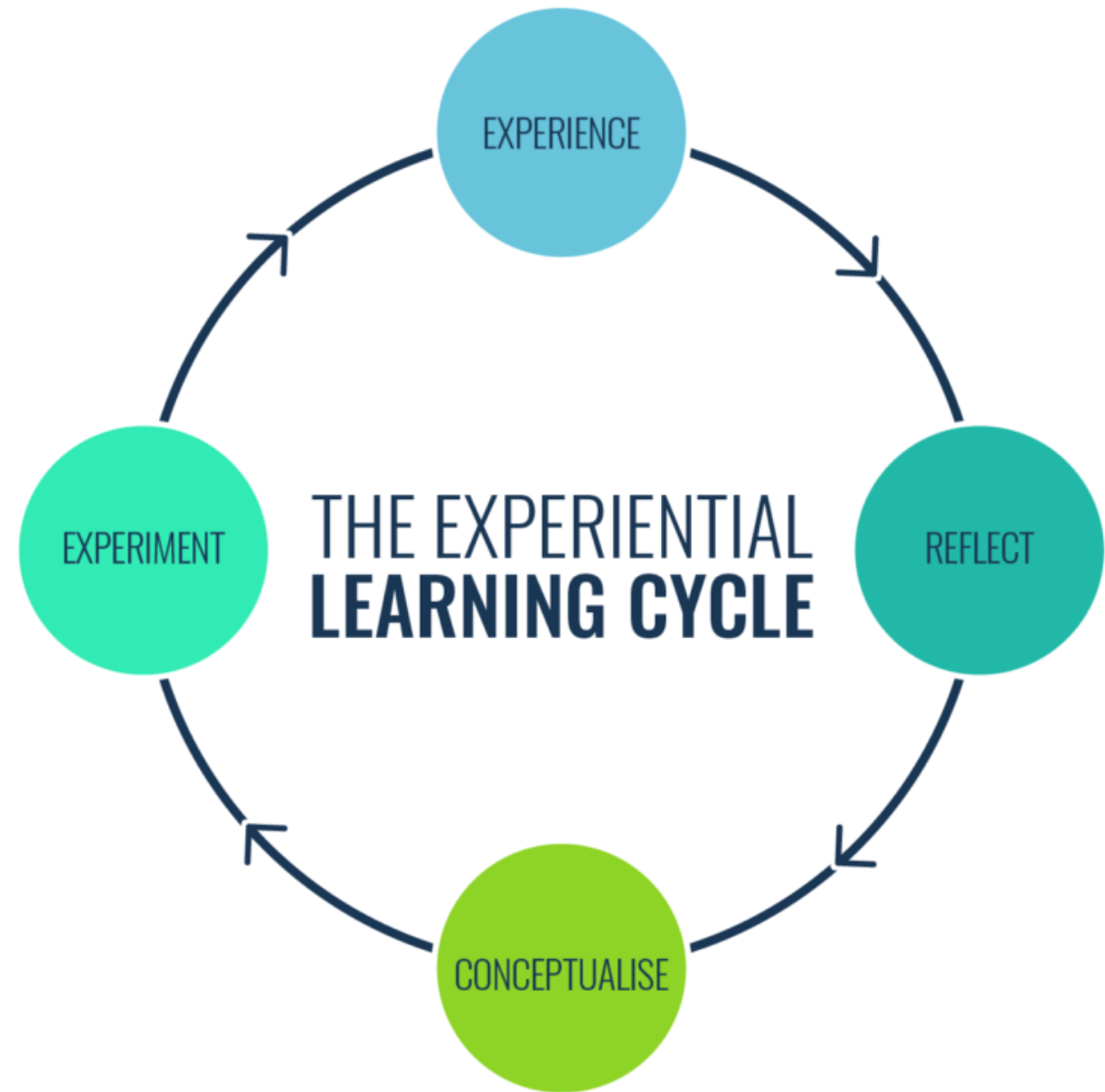
This bit worked well, but this bit did not

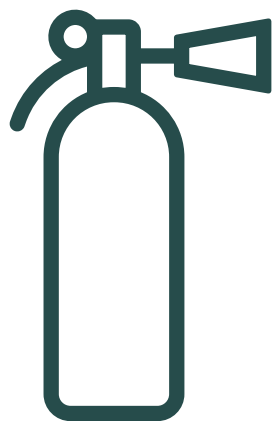
ABSTRACT CONCEPTUALISATION

I wonder if I could try this to make it work better

ACTIVE EXPERIMENTATION

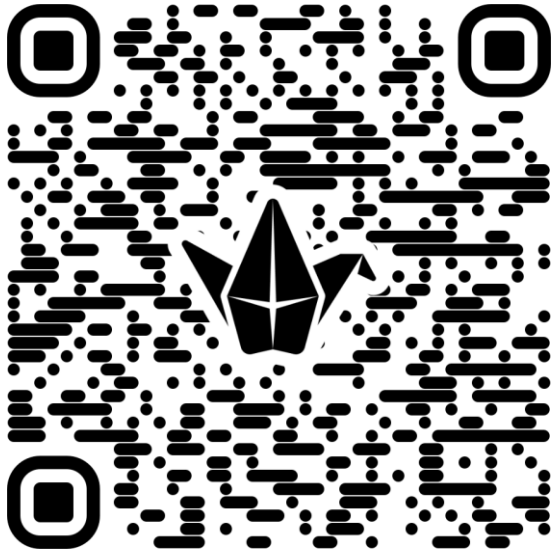
I'm trying it out





Fire Safety

Accountable Space



SPACE GUIDELINES: A COMPARISON

Safe Space Guidelines ✗

Impossible for organizations to anticipate participants' evolving triggers.

Impossible to guarantee complete safety since **we cannot control people's behaviours or actions** to embed DE&I principles in their actions during and after the conversation.

It does not allow allies and non-marginalized people to **show allyship in action by following a set of guidelines to support accountable conversations** that foster inclusion and equity.

Brave Space Guidelines ✗

An unbalanced onus of bravery of marginalized communities to maintain bravery while sharing lived experiences to ensure allies can grow and learn from it.

Negates the daily bravery marginalized communities need to display to navigate workplaces and society. Also, it does not lighten marginalized communities' "burden of bravery."

It does not allow allies and non-marginalized people to **show allyship in action by following a set of guidelines to support accountable conversations** that foster inclusion and equity.

Accountable Space Guidelines ✓

Places an equal amount of onus for all to behave equitably and inclusively **to foster a deeper understanding of diverse lived experiences in REAL-TIME.**

Creates a **REAL-TIME opportunity for EVERYONE** in the discussion to challenge the conditions that are oppressing marginalized communities by demonstrating accountable and equitable behaviours and actions.

Intent and impact are rooted within accountability to promote actions, thoughts, and behaviours that are equitable and inclusive of marginalized communities.

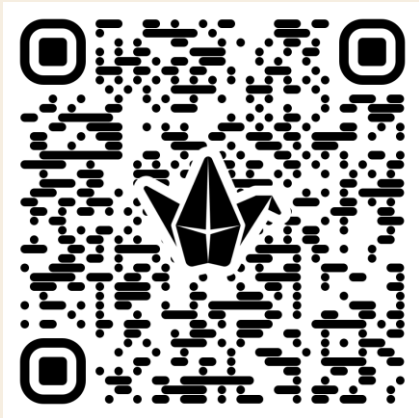
Icebreaker



Getting to know you

- Name
- Pronouns
- Why you want to volunteer
- One reason why this is the icebreaker we use
- Last song/piece of music you remember listening to

- In two groups, have a chat about how you felt enter your first Mentor Training
- Pop your thoughts/feelings into Padlet
- As a group decide on 3 questions you want to submit



Q&A



Let's have a chat

Staying in your groups, discuss how you worked as a group on the last activity.

Hard to decide questions? Did everyone participate? Did anyone dominate?

But wait.....there's a twist

The talk around

How did you find that activity?

How would you manage these characters in a training room?



TIME TO ROLE PLAY



Whose side are you on?

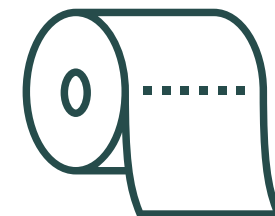
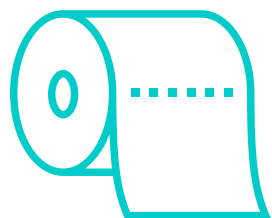
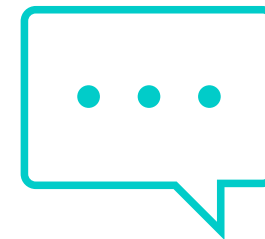
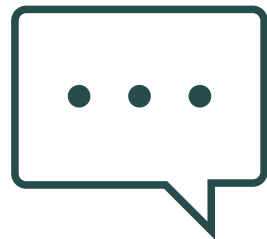


Telling your story

Sharing your experience and real-life examples helps provide perspective to trainees. Before sharing though, think:

- It's not confidential
- Keep 3rd parties out of it BUT you can make it about "a friend"
- If you wouldn't want to overhear it, don't speak it
- Are you clear on why you're telling the story (i.e. is it a "teach" or a "trigger")
- Is there a beginning, middle and end?•How is it relatable?
- What proof/proof of change are you providing?





Break

See you in 10 minutes!

Working the room



- Complimenting a participant (or 2)
- Remembering something that has been shared
- Recognising valuable contributions
- Asking, not telling
- Allowing conversation and engagement outside of activities

Working with a co-trainer

What do you need from your co-trainer to work together?



Time to practice

Group 1

- You are delivering the **Campus Tour**
- Time limit: 10 Mins
- Include your experience

Group 2

- You are delivering the **Emotional Support roleplay**
- Time limit: 10 Mins

Group 3

- You are delivering the **Boundaries**
- Time limit: 10 Mins

Group 4

- You are delivering the **What would you do**
- Time limit: 10 Mins

Read through the training plan
Discuss who is doing what part
What materials do you need?

Practice what you're doing
Think about the skills you need for this section

The Logistics

- Rota prepared every 2 weeks, reminder sent weekly.
- Both Trainers sign in/out on sign in sheet in training room.
- Leave Mentor Training sheet in training cupboard
- Tell us when biscuits are low. This is a genuine problem.
- You have 30 minutes either side of training to set up and clean up. Don't leave your co-trainer to do all the work!

- WhatsApp will be set up, join if you like!
- If you can't do the training you are down for, that is no problem just let us know asap. We will get you cover.
- If you want to swap with someone, ask them first and let us know about the swap. If you're not sure who to swap with, we can help organise it.



Getting Paid

- Payment for 4 ½ Hours each session. 15min before and after to prepare.
- Marianne will email end of month for payment. Send forms back in time. She won't be sending reminders, so it is up to you. No form, No pay.
- Payment is on the 20th each month and your hours are submitted the previous month. Feb hours are submitted end of Feb and paid out 20th March.
- Only email Marianne if you have a pay related query. Everything else can come to us.

- Marianne will send you a form to fill in to be set up for payment. Fill in ASAP.
- Get set up on Revenue as soon as you can. Avoid emergency tax!
- To get a PPS number, TCD HR can provide you with a letter once you are set up for payment.





**Therapeutic
Journals**