

7b8

Mentor

Do

Facilitate the growth of a one-to-one relationship between a person who has 'been there' and the person needing support.

Story

'A local manager at Cineworld juggled shifts around so that a new employee with learning disabilities had a consistent person who he could ask if he was uncertain about things. However, she said 'I don't think I would do it differently for anyone else.' *(Hemmings & Morris 2004, p14)*

Hints & Hazards

The way in which workers are supported in Supported Employment settings has been found to impact on their relationships with non-disabled colleagues. For example, in an American study, 30 supported employees of Pizza Hut were observed. The employees with disabilities who were trained using a 'mentor' model had more interaction with non-disabled co-workers than those trained by an outside job coach. (*Lee et al, 1997*)

If the mentor is away or withdraws entirely, who will step in? The mentor relationship is a more sustained version of 1c5 'Been There, Done That'. In 5a3 'Befriending', the focus is on an informal relationship, while in Mentoring the focus of a relationship is on its outputs in confidence, skills and achievements. See *RADAR 2004* for more information on mentoring schemes.