M4M
Migrants for Migrants

Features of the buddy system

Principles of Buddy System

- Create a **secure** and **stable relationship** between the **buddy** (**mentor**) and the **mentee**

- Promote the **mentee's skills** and **qualities**

- Create an **environment** of **respect** and **security**

  Source : Respond to the needs of the mentee (MPATH, 2016)

Eventual challenges for mentors

Lack of communication due to language barriers

Cross-cultural barrier - different normative, religious, and cultural backgrounds

Emotional stress | Secondary trauma when confronted with the mentee's life story

Psychological stress when confronted with the mentee's traumatic experience

Potential points of friction due to the different characteristics

Deal with prejudice, disrespect, racism and discrimination

Lack of tools and resources

Lack of specific training

Reinforcement of gendered and hierarchic power dynamics in the mentoring

Inhibition of mentee women in cross-gender mentoring

Competences of the mentor

Adaptability & flexibility

Resilience

Committed in prepare & evaluate mentoring sessions

Compassion

Conflict management

Awareness of the buddy system process

Long-life learning & continuous development

Awareness of the systemic & ecologic model

Good communication skills

Skills of intercultural competences

Competences of the mentee

Able to trust

Enthusiastic

Maintain an healthy relationship with the mentor

Aware about goals & expectations

Accept the responsibility to become increasingly independant

Respectful to the mentor, staff, and volunteers

Willing to be challenged & guided

Communicate goals & expectations clearly

Do not exhibit abusive or threatening behaviour

Committed in attending all sessions on time

Buddy system obstacles

Obstacles for the mentee

- Mentor's lack of time
- Difficulty in pairing
- Mentor's critical, defensive, intensive, or unreliable attitude
- Mentor's lack of feedback or sharing
- Mentor's lack of training
- Mentor's lack of understandings of goals or needs
- Inappropriate advice or model

Obstacles for the mentor

- Lack of time
- Difficulty in pairing
- Lack of training
- Extra weight of work or responsibility
- Frustration with the mentee's performance, attitude or lack of commitment / confidence
- Lack of resources or support
- Emotionally demanding process

Obstacles for the organization

- Cost of the implementation of the program
- Lack of partnerships