

Module 3 "Buddy system process"



Pre-matching of the mentoring pairs

What is **pre-matching** ?

Pre-matching is the **phase** preceding the **formal matching**, in which the couples of **mentors** and **mentees** are officially matched. In this phase, the candidates have the opportunity to meet each other for the first time during an **informal meeting**. However, this is not a must.

What are the **matching criteria** ?

Language
and ethnicity

Cultural and/or
educational
background

Age

Gender

Personality
and interests

And now, how do you find the **ideal couple** ?

Now it starts to get exciting. Because of course it is not easy to find the best **matching pairs**. The pool of **buddies** and **mentees** is not **endless**. Not everything always fits perfectly. Nevertheless, it can work out well if you take a close look at the people.

Ideally, one decides- even pre-matching- not alone, but as a **team**.

Let's look at an **example** right away :

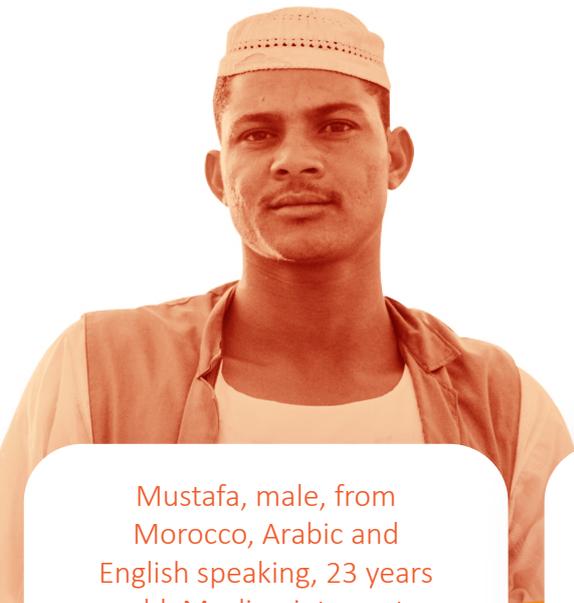


There is the profile of **Laila**, she is a **mentee** and wants **support**.

She is a Kurdish woman from Syria. Her mother tongue is Kurdish but she also speaks fluently Arabic. She is a Muslim and her culture is Kurdish. She is a calm and relaxed person who does not want to have any kind of discussion. Her interests are decoupage and she wants to continue her studies.



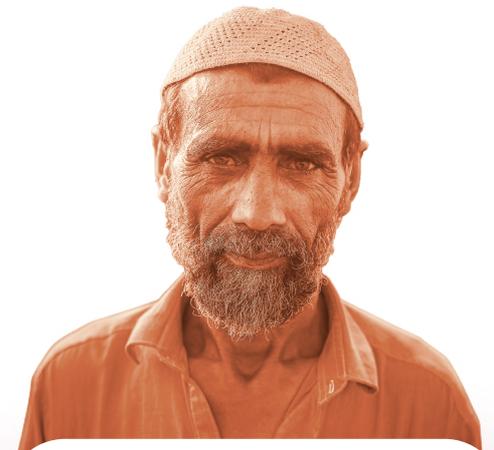
Since the common language is essential, there are **three potential mentors** for her:



Mustafa, male, from Morocco, Arabic and English speaking, 23 years old, Muslim, introvert temperament, empathetic personality, lawyer, likes hiking.



Reem, female, from Palestine, Arabic, English and French speaking, 42 years old, Atheist, strict and very determined personality, doctor, likes swimming.



Omar, male, from Tunisia, Arabic as mother tongue, 65 years old, Muslim, very extrovert, teacher, likes history and reading.

So, how are you going to match the ideal mentor for Laila?

Apart from the language which criteria is more relevant, gender or age? What about **differences** in religion? Is it **crucial** or not? What about the **personality**? Should it be **similar**, or can different characters or temperaments also be **complementary**? How important is the **expertise**? More important than the **personality**?

There is never just one right **solution** or **decision**. There is always a need to weigh things up. You will find a detailed exercise on this in the **course curriculum**. This serves to deal with the **different aspects**.

What is the time frame of the pre-matching process?



Initial self-assessment of both mentors and mentees (step 3)



Training of mentors and info-day for mentees (step 4)



Collection of all **relevant information** about the **candidates**

The pre-matching process is divided into 4 parts:

1



The **first matching proposal** is presented based on the **available information collected** about both mentors and mentees.

2



Both mentor and mentee should get a **description and some information** about the **potential counterpart**.

3



If both mentor and mentee agree, a **first informal meeting** is scheduled and takes place.

4



Subsequently, mentors' coordinator contacts the participants **individually**, in order to **collect their opinion** about the **meeting and their choice**.