



## **The principles of the on-demand mentoring programme**

- 1) The person being mentored chooses the mentor and defines the mentoring objectives with the help of AX Careers. They then receive support on a voluntary basis.
- 2) Mentoring normally lasts 6 months. It is a commitment of resources for a limited period. It does not necessarily enable the objective to be achieved, but at the very least it enables the person being supported to develop their autonomy and make progress in their thinking.
- 3) The person being supported is fully responsible for the actions decided upon during the support. They initiate meetings with their support worker and prepare questions for the support worker.
- 4) The coach helps the coachee to make progress in their self-reflection and career development. They also help them to define their project and to draw up and implement their action plan.
- 5) The coach commits to a minimum level of availability, particularly at the start of the support. Interviews are never more than a month apart. If unforeseen circumstances arise, a meeting may be postponed. Both parties will ensure that the other is informed of any changes as soon as possible.
- 6) The support worker and the person being supported undertake to respect the confidentiality of information shared. They will endeavour to communicate in confidence.
- 7) Both the support worker and the person being supported may decide at any time to end the relationship early, if the objective has been achieved or if the relationship is not working well.
- 8) The support worker and the person being supported must inform AX Careers of the end of the support as soon as possible by returning the support form with their assessment.