



# Sea of Experience

## Criteria for profiling an effective mentor/teacher



# Short Introduction of Evalion

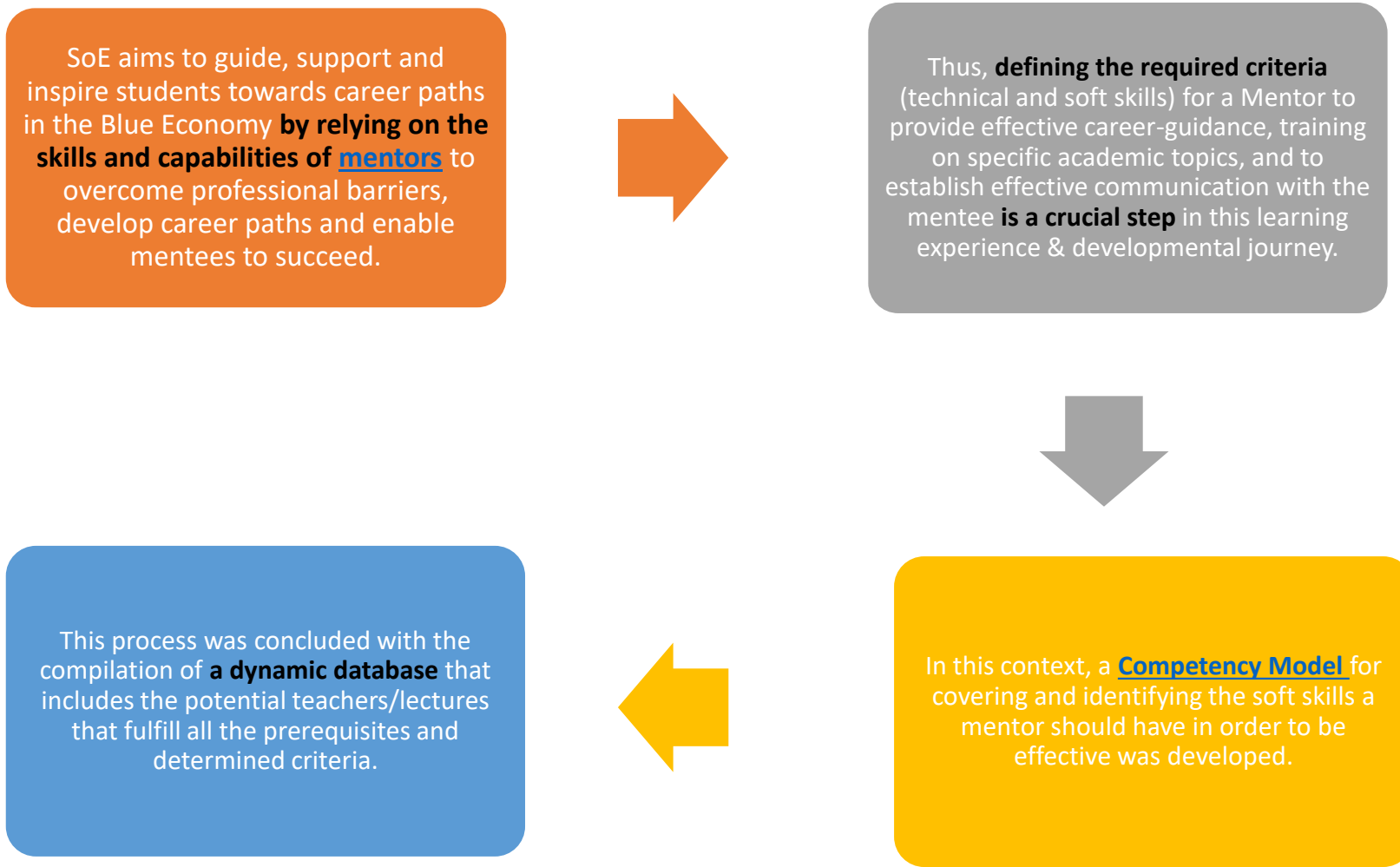


- **Evalion** has established its presence in Greece and Cyprus after twenty-eight years of development and standardization of its methods, and their effective use in organizations belonging to different sectors of the economy.
- It operates with high caliber consultants specialized in occupational psychology and organizational analysis.
- Evalion offers a wide range of consultancy services and training programs, which aim at the objective assessment and development of human resources at all organizational levels.

Evalion operates as an Official Distributor of SHL, providing the SHL products to the Greek and Cypriot market.



# Identification of mentors'/ teachers' profile



# IDENTIFICATION OF MENTORS'/TEACHERS' PROFILE

## Analysis & Synthesis

## Next Steps

### INPUT

### CONSORTIUM INPUT

### EVALION INPUT

### STAKEHOLDERS INPUT

Literature Review for Soft Skills of mentors

The technical skills and educational background of 10 indicative professions:

- 1) Welder
  - 2) Naval Architect
  - 3) Marine Surveyor
  - 4) Deck Officer
  - 5) Engineering Officer
  - 6) Electro/Technical Officer
  - 7) Cook
  - 8) Steward
  - 9) Stevedores
  - 10) Harbor Master
- in the 4 Blue Economy Domains.

Benchmark of the Mentor Competency Model in relation to the SHL Universal Competency Framework (UCF)

COMPETENCY  
FRAMEWORK  
DRAFT

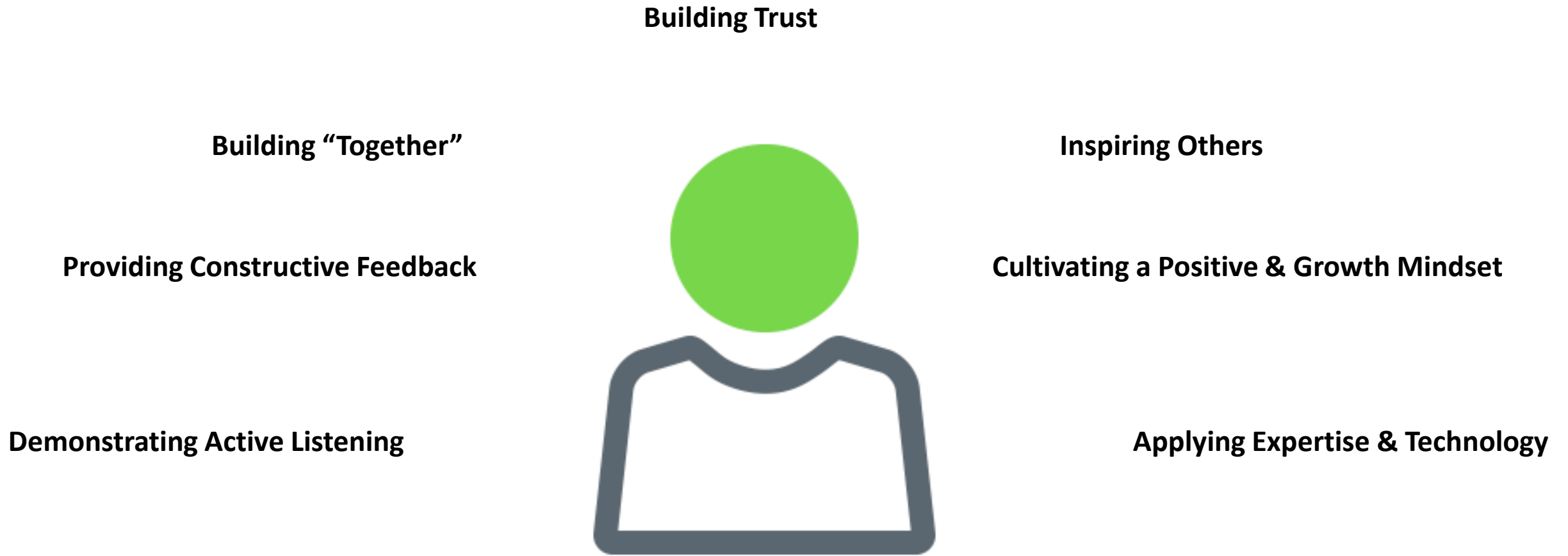
Validation Interviews

Data Consolidation  
Design Finalization

Evaluation of potential mentors on these competencies via an online questionnaire and a structured interview

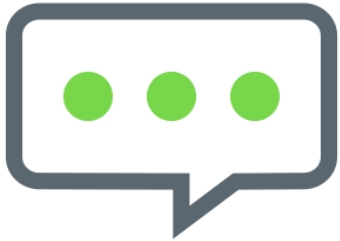


# Competency Model for Mentor



## Demonstrating Active Listening

- Appears genuinely interested by making encouraging responses such as “Hmmm . . .” and “Interesting . . .” or sometimes reflecting back (paraphrasing) and summarizing certain comments to show he/she has grasped the meaning and feelings behind the message
- Uses appropriate nonverbal language such as looking directly into people’s eyes, nodding, leaning slightly toward them, frowning, or smiling where appropriate
- Avoids interrupting mentees while they’re talking



## Providing Constructive Feedback



- Provides specific (as opposed to vague) feedback on behaviors based on specific examples (focusing on the observed behaviors not the personality)
- Offers useful suggestions for mentees to try next time, in order to achieve the desirable outcome, offering to be a resource when that time occurs
- Compliments mentees on accomplishments and actions



## Building “Together”



- Demonstrates a genuine interest in mentees and encourages a two-way communication, makes appropriate open questions to enhance understanding of their opinions and feelings
- Analyses mentees’ profile (patterns of behavior/motives, strengths and weaknesses), in order to provide effective support and consultation
- Builds a wide and effective network of contacts that mentees could make use of it
- Encourages reverse mentoring from young or potential seafarers





## Building Trust



- Is consistent and on time at the meetings with the mentees and follows through on own promises to them
- Creates a safe and trusting environment for mentees to open up, by being honest, open and approachable to others
- Shows confidence in and lets mentees decide upon their final course of action



## Inspiring Others

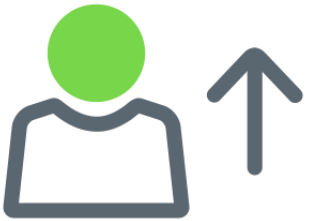


- Identifies or activates motivator factors that will empower mentees
- Explores and discusses a range of inspirational/motivational experiences for mentees
- Inspires mentees through storytelling to rise above the mundane and do important things in life
- Is not afraid to share own past challenges and lessons learned to inspire mentees on continuous self-learning



## Cultivating a Positive & Growth Mindset

- Suggests ways for mentees to work productively in a high pressure environment through storytelling and personal experience
- Explores with mentees the positive aspects/learning outcomes of a change or a challenging situation
- Encourages mentees to accept criticism by focusing on the learning parts/ the development aspects of it
- Maintains a positive outlook at work and act as a role model for mentees





## Applying Expertise & Technology



- Shares expertise and knowledge with mentees and demonstrates a broad understanding of different functions of the maritime domain
- Uses technology (if applicable) or other resources such as literature references during his/her mentoring approach
- Keeps him/herself updated with the new trends and developments on his/her field



THANK YOU FOR YOUR ATTENTION

