Training Modules

A comprehensive training program designed to build awareness, empathy, and inclusive mentoring skills across seven focused modules.

Module 1: Understanding Diversity and Inclusion

(60 min)

Icebreaker: Identity Circles

The participants receive paper with circle in the middle

They wrote their name in the center of the circle

Around it:

role in society	family role	profession
hobbies	community	values
culture		

Then they reflect on it:

- Which parts of our identity are visible?
- Which remain hidden?
- How does this affect our relationships with others?

Resource: Identity Wheel Template

Module 2: Bias Awareness

(75 min)

Exercise: Step Forward / Step Back

The facilitator reads a profile:

Woman from a rural village	Single mother	Woman migrant
University graduate	Woman with disability	

After that represents situation:

- "I can easily attend a training course."
- "I have people who can help me with childcare."
- "I feel confident speaking in public."

The participants step forward and backwards

Time for reflection – the barriers are more visible after the activity

Module 3: Scenario Cards Pack

Scenario Card

A mentee never turns on her camera during online meetings.

Questions:

- What assumptions might a mentor make?
- What other explanations could exist?
- How would you approach the conversation?

Scenario Card

A mentee often apologises before speaking and rarely shares opinions.

Questions:

- What might be behind this behaviour?
- How can a mentor create psychological safety?
- What empowering questions could be used?

Module 4: Role Play Toolkit

For each role play

Mentor Brief

What does the mentor know

Mentee Brief

What the mentee is going through

Observer Sheet

What should the mentor observe

Observer Checklist

- Active listening
- Open questions
- Non-judgmental language
- Empathy
- Respect
- Inclusion

Module 5: Communication Styles Mapping

Self-Assessment

When communicating I usually:

- Get straight to the point
- Prefer indirect communication
- Need time before speaking
- Think aloud
- Prefer structure
- Prefer flexibility

Module 6: Trust Building

Activity "My Story, My Strength"

What challenge did I overcome?	What strength did I discover?	How can this strength help me as a mentor?

Reflection Card

Module 7: Inclusive Mentoring Plan

- Profile
- Possible barriers
- Communication approach
- Support needed
- Empowerment strategy
- Success indicators