

# Mentors' Reflection Workshops Report

## I. General Information

Country and Institution: Cyprus, SYNTHESIS Center for Research and Education

Title of the event: Mentors' Reflection Workshop - Αφουγκράζομαι τη φωνή της ένταξης

Date of the event: 27-5-24

Location of the event: Hub Nicosia Offices

## II. Participants

Number of participants: 8

Country of origin: Cyprus

For how long they have been in the country: Our mentors are locals from Cyprus, working with us as mentors in different programmes.

What is their official status (Asylum seekers, refugees, undocumented etc) For this workshop we worked with our established network of mentors, who are Cypriots.

The refugees who are working with us to become mentors, did not feel confident enough at the time of the meetings in May and during this period. We have an ongoing collaboration with migrants/refugees and we work with them, but they are not fully integrated enough to be called mentors yet.

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So, overall, it was too early to engage our integrated refugees and they prefer to be involved in the next phases of the project with training, the cafes and so on.

Age range (here you can use an average age of the group): 24-41

Gender: 3 Male, 5 Female

### III. Summary of the exchanges during the event

Summarize the main points from the workshop including interesting findings or anything that is worth mentioning for the report.

We began by introducing ourselves and the project briefly, using LAKA's colorful card exercise to get to know one another. The participants expressed the following expectations for the mentoring process:

- based on their experiences with migrants, it was stated that it is important to have a sense of belonging and to have the impression that they are not alone in their struggles and that these phases will pass.

Adding that inspiration, motivation, and role models are crucial for the integration process; mentors try to give the mentees a framework for personal development and allow them to share their insights and experiences of living in Cyprus.

The most frequently reported issue for integration was language barriers.

Mentoring and integration were perceived as going hand in hand and being determining factors for success in the integration process.

We also discussed using the Empathy maps and had a test round. We also used the wellbeing plans and thought about the mentoring process.

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As a last point we asked them to share how they felt during the workshop and how they like it by using post it notes and also asked them to fill in the Google form feedback in July 2024, since it was not available in May of 2024 when the workshop took place.

## IV. Workshop development

1. Did you include all the activities from the Agenda? If not, which ones did you exclude and why?

As there was limited time to conduct the workshop with mentors, we had to develop a concise agenda and delve into the juice of things quickly.

2. Did any issues arise during the workshop? If yes, what kind of problems appeared from the participant point of view?

no problems

3. Did you, as an organizer, face any issues? If yes, what kind of problems did you face during the workshop?

Our issues mentioned already above involved finding the participants for the workshop, since our mentors are of Cypriot origin. We work systemically with individuals from third countries, but these are not fully integrated. Therefore, they did not feel ready enough to jump in as mentors, and we aim to involve them later in the project lifecycle.

## V. Evaluation of the participants' satisfaction

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Please report the feedback on the participants' satisfaction with the workshop – include images or data provided in the feedback form.

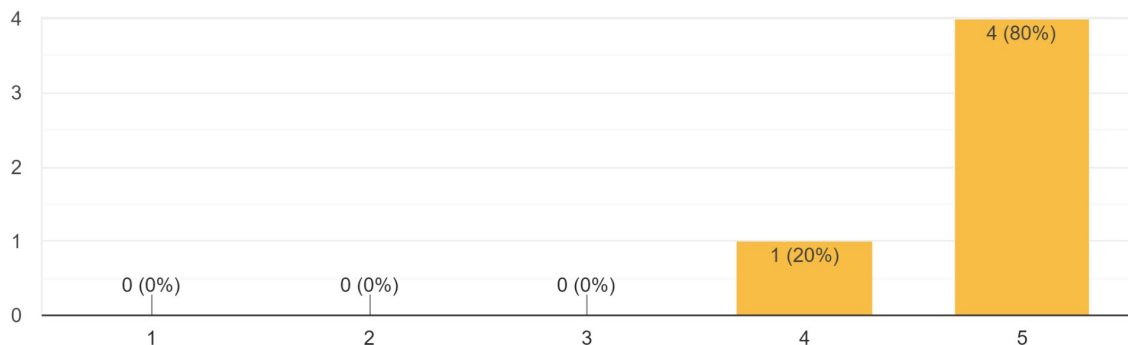
We invited participants on July 23, 2024 to an online meeting as a follow up of the workshop in May, where we asked them to briefly complete the evaluation form. 5 out of the 8 participants from the mentors attending the workshop in May, were present online and completed the evaluation form.

The feedback was overall overwhelmingly positive, with participants suggesting they mostly appreciate the hands-on experiences, print material, and interactive exercises.

Findings are presented below.

How would you rate the relevance of the workshop content to your needs and expectations?

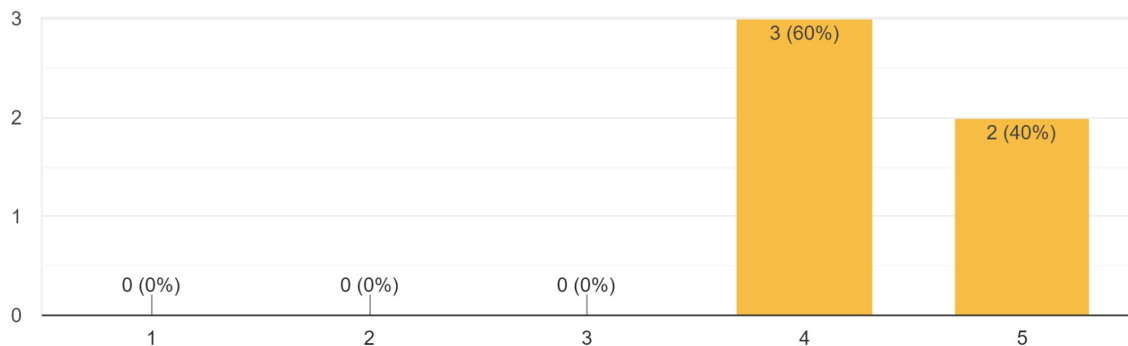
5 responses



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How clear and understandable was the information presented?

5 responses



What topics would you like to see added or expanded upon?

5 responses

the connection cafes

empathy maps

more on Empathy maps and some other methods mentioned

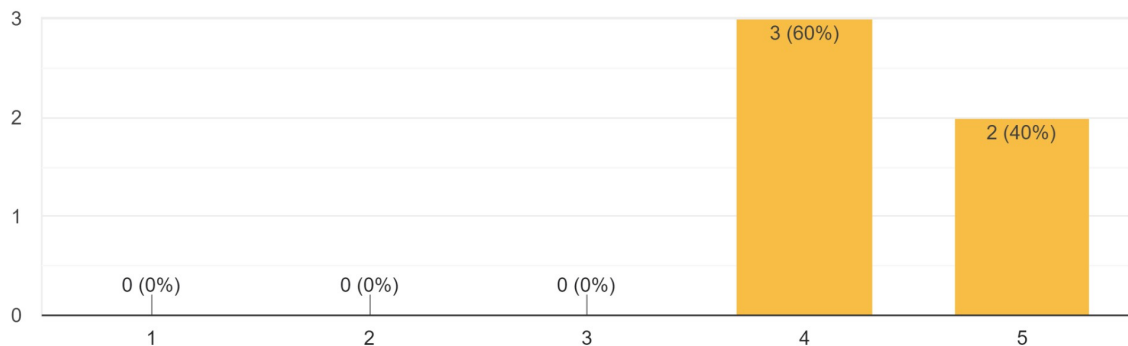
connection cafes

discussion on the World Cafe, connection cafes

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How engaging was the presentation style of the facilitator?

5 responses



What did you think about the pace of the workshop?"

5 responses

appropriate

very good, flexible pace

appropriate for the participants

good enough for me

fine by me

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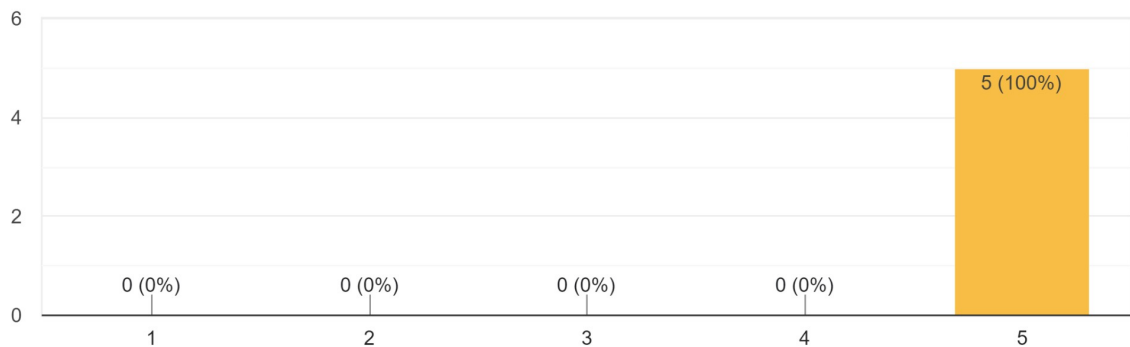
Were there any presentation methods (activities, discussions) you found particularly effective or ineffective?

5 responses

- most of the presentations and discussions were effective
- nope
- everything was great
- colorful card exercise for icebreaker was nice
- I thought everything was effective

How comfortable did you feel participating in the workshop activities?

5 responses



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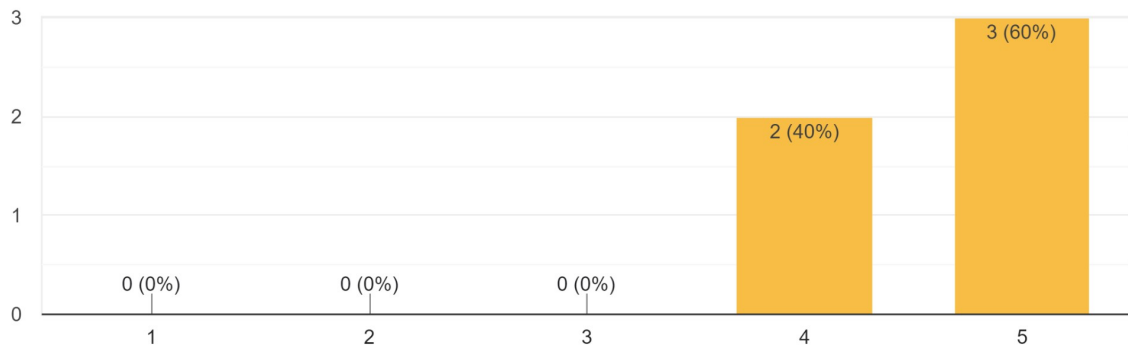
Which interactive elements did you find most valuable or enjoyable?

5 responses

- Some of the hands on activities
- colorful card exercise
- physical cards
- all
- hands on activities with print material

How confident do you feel about applying what you've learned in your personal or professional life?

5 responses



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Are there any areas where you would like more guidance or examples?

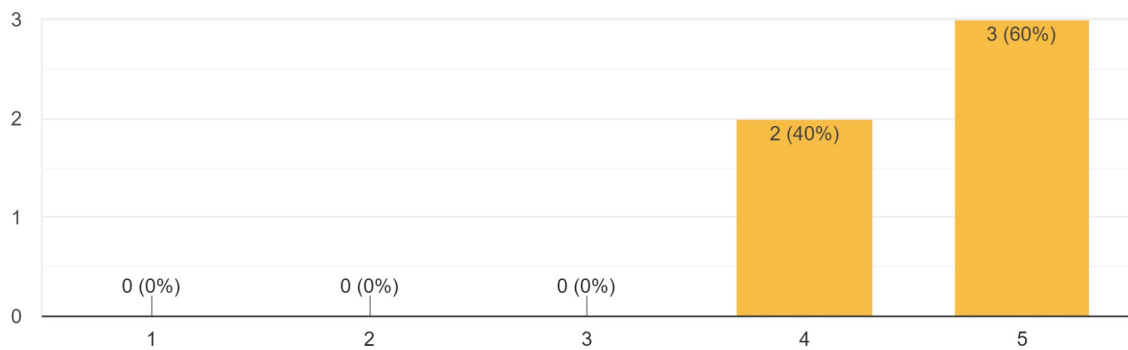
5 responses

nope

not really

How would you rate the organization and logistics of the workshop (e.g., timing, materials, venue)?

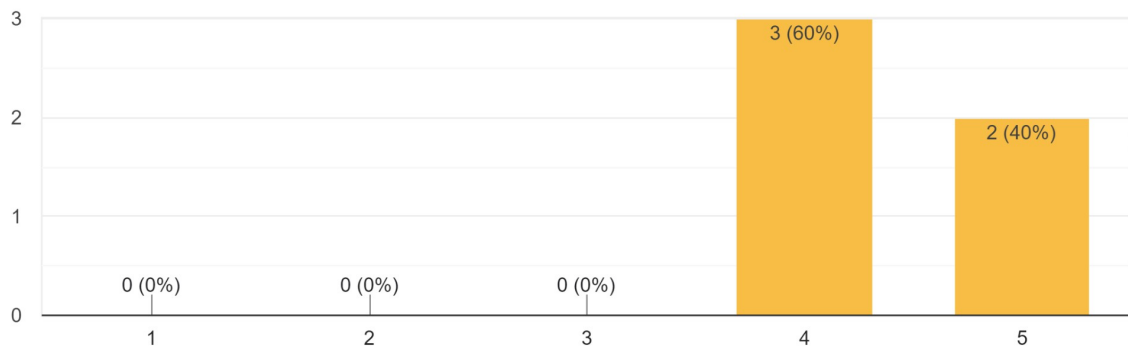
5 responses



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.Overall, how would you rate your experience attending this workshop?

5 responses



What did you enjoy most about the workshop? What could be improved?

5 responses

discussing with peers

the potential for use of hands on activities for my work

strategies and hands on learning

everything hands on

everything

Please share any additional comments, suggestions, or feedback you have about the workshop.

1 response

I appreciated the opportunity

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