

# The 5 Cs mentoring model

This model provides a 'map' for facilitating a structured mentoring session. It is particularly helpful during a session where the mentor may need to help the mentee to consider alternative ways for dealing with a challenging situation, or for tackling any situation where there may be a number of options and the mentor wants to help the mentee explore these options.

The model has stages that may be followed sequentially. However, it is likely that you will move around the process a number of times, or jump between the stages of the model during a mentoring discussion. It is the role of the mentor to underpin the discussion with an appropriate degree of structure.

Questions are answered at each stage of the process, each one in turn moving the mentee forwards.

# The model

## Challenges

what are the challenges facing the mentee?

## Choices

what possible options are available to overcome these challenges?

## Consequences

the consequences of taking each of the choices identified are discussed by the two parties

## Creative solutions

an opportunity for the mentor to share their wisdom and experience and offer the mentee some further solutions

## Conclusions

the mentee decides what they will do next, making a commitment to action

