

2026

WOP-P

PEER MENTORSHIP
PROGRAM



MENTEE BOOKLET

WELCOME!

Dear Student,

First, we would like to congratulate you on your acceptance to the **Erasmus Mundus Master's in Work, Organizational and Personnel Psychology (WOP-P)**. We are truly honored to have you join our WOPPIE ranks and hope that you will have an exceptional academic and social experience during the 2 years of the master's program. However, we also know that the master's program can very demanding and moving to another country can be a challenging endeavor.

As such in 2021, three second-year students of the master's, with the approval of the WOP-P masters coordinating committee, have developed a **Peer Mentorship Program** to assist you during your time of transition. Following the positive experiences of last year, the program will continue under a new coordination team. Second-year students have volunteered to be your mentors and provide emotional and social support during your first semester at your home university.

This booklet will provide you with an overview of the program, its goals, values and objectives, the roles and responsibilities of your mentor and your role and responsibility as mentees. We hope that we will be able to assist you during this exciting new chapter of your life.

Sincerely,

The Peer Mentorship Coordinating Team*

*Luise Bergelt, Sarah Murray, Teodora Lupoaie, Franziska Schniese,
Garima Shah, Lidia Hilmah, Benjamin Wu*

**You will find further information about the team at the end of the booklet.*

PROGRAM OBJECTIVES

- To provide **orientation, emotional or psychological support** for incoming Year 1 students.
- To provide **socialising and networking opportunities** between the year groups.
- To provide **organisational and administrative guidance** for settling in as students (i.e., if needed, helping with accommodation, setting up bank accounts, bus cards, SIM cards, etc.).
- To provide an opportunity for Year 2 students to develop their **leadership and communication skills** while helping others.



PROGRAM OVERVIEW

Peer mentorship can be defined as a relationship between individuals who are the same age or at the same stage in their career, in which one person has more knowledge, skills and experience and is willing to **transfer these experiences** to another (Beltam, 2012).

Traditional mentorship programs, which can occur for example between “senior” lecturer or tutor and a student, are characterized by a **power difference** between mentor and mentee, which can undermine the natural rapport and trust that should exist between participants (Cox, 2005).

Peer mentorship provides a more **balanced approach** as mentees perceived mentors to be on the same level as themselves but with more experience (Demarinis et al., 2017).

Peer mentorship can facilitate more **organic relationship development** which offers greater opportunity for empathy, trust, and open communication.

Mentees are more likely to disclose the **challenges** they are facing which enables mentors to offer greater **assistance** (Collier, 2017).



WHAT IS A PEER MENTOR?

BRIEF DESCRIPTION

Peer Mentoring is a partnership between two individuals, the Peer mentor and the mentee.

A Peer Mentor is a fellow student from the second year of WOP-P who offers support to respective mentee of first year of WOP-P.

A Mentee is a first year WOP-P student who receives support from a mentor from the second year of WOP-P.

An effective mentor is respectful, reliable, patient, trustworthy, and a very good listener and communicator (Ramani et al., 2009).

However, the mentee determines the capacity of the mentoring connection. The mentee decides upon the **amount of help and guidance** he/she needs.

As well, the mentee should take the **initiative to ask for help or advice** and to tackle more challenging issues (Schenk et al., 2020).



WHAT IS A PEER MENTOR?

MENTOR ROLES AND RESPONSIBILITIES A Mentor will enact a number of common roles and responsibilities. A mentor is:

- ✓ **a knowledgeable and experienced guide:** Who teaches (and learns) through a commitment to the mutual growth of both mentee and mentor.
- ✓ **a caring, thoughtful, and humane facilitator:** Who provides access to people, places, experiences, and resources outside the mentee's routine environment.
- ✓ **a role model:** Who exemplifies in word and deed what it means to be an ethical, responsible, and compassionate human being.
- ✓ **a trusted ally, or advocate:** Who works with (not for) the mentee and on behalf of the mentee's best interests and goals.

A mentor is **NOT**:

- ✗ a (surrogate) parent.
- ✗ a professional counselor or therapist.
- ✗ a flawless or infallible idol.
- ✗ a social worker.
- ✗ a lending institution.
- ✗ a romantic partner.

MENTEE ROLES AND RESPONSIBILITIES

Likewise, a mentee also have roles and responsibilities in this partnership. The mentoring process is a two-way street where each individual has their own role. This will require you — the mentee — to take responsibility and be actively involved. A mentee is responsible for:

🎓 **Recognizing the importance of the mentor's time:** Always be considerate and respect your mentor's time as you do your own. Be thorough, but succinct in your explanations, experiences and comments.

🎓 **Establishing goals based on your needs:** Be prepared to ask for specific guidance and advice on your goals, plans and strategic ideas. The more specific you can be, the easier it will be for your mentor to help you.

🎓 **Being an active listener:** Use active listening skills during discussions with your mentor. Do not interrupt, unless you need to clarify a point. Take notes when appropriate and ask follow-up questions if necessary.

🎓 **Maintaining confidentiality:** Respect your mentor's confidence and trust. If you disagree with your mentor's values, behaviors, or attitudes, discuss it with him/her directly.

MENTEE ROLES AND RESPONSIBILITIES

🎓 **Having a willingness to request and act on feedback:** Tell your mentor how you prefer to get feedback. Then, try to reflect on this feedback and how you can incorporate it. It will help you to improve yourself and help you to move towards fulfilling your potential.

🎓 **Following through with recommendations:** Try to show that you have followed advice or commitments for action, even if you have modified your plan. You can use this opportunity to discuss with your mentor what went well and what did not in order to identify improvement opportunities.

🎓 **Being Professional:** Assume the mentoring connection will be strictly professional, which does not mean that you shouldn't be relaxed or friendly. Let your mentor take the lead in establishing a more friendship-based connection. Any romantic involvement between peer mentors and mentees is inappropriate.

MANAGING YOUR MENTORING RELATIONSHIP

1

When you may contact your mentor

Your mentor is there to support your transition into the WOP-P programme and life in your host city. You may reach out when you would like to talk through:

- settling into the city, housing, transport, practical arrangements, or university life
- managing the programme workload and finding helpful study routines
- feeling uncertain, overwhelmed, or isolated during the transition
- connecting with classmates, student activities, or local resources
- questions based on your mentor's own experience.

Your mentor may not always have an immediate answer, but they can listen, share their experience, and help you identify the right next step. Please agree together on a communication style and realistic response times that work for both of you.

MANAGING YOUR MENTORING RELATIONSHIP

2

When your mentor should refer you elsewhere

Mentors offer peer support; they are not expected to solve every problem. They may help you find the right person or service when a situation requires professional, official, or specialist support.

This may include:

- academic or administrative questions that require an answer from the programme or university
- visa, residence, insurance, housing-contract, or financial matters
- physical or mental-health concerns
- serious conflict, harassment, discrimination, or safety concerns
- requests for help with assessed work.

Mentors can share learning strategies and their own experience, but should not complete assignments, share past work, or provide help that conflicts with academic-integrity rules.

MANAGING YOUR MENTORING RELATIONSHIP

3

If the match is not working

Mentoring relationships are individual, and not every match will feel equally comfortable. If either the mentee or mentor feels that the relationship is not working, cannot meet the agreed expectations, or needs more support, they are encouraged to contact the Peer Mentorship Coordinating Team.

The team will listen to both perspectives confidentially and work with you to find a fitting solution. This may involve clarifying expectations, agreeing on a new way of communicating, taking a pause, or arranging a different match where possible. Asking for support or a change is completely okay.

MANAGING YOUR MENTORING RELATIONSHIP

4

Urgent concern: who to contact now

If there is an immediate risk to someone's safety or wellbeing, do not wait for a mentor or coordinator to reply.

- **Emergency in Spain:** Call **112** for urgent medical, police, or fire assistance.
- **Immediate safety concern, harassment, discrimination, or serious conflict:** Contact the relevant university support service or programme coordinator as soon as possible.
- **Mental-health crisis or serious wellbeing concern:** Contact emergency services, a healthcare professional, or a local crisis-support service. If you are worried about another student, encourage them to seek professional support and contact a coordinator where appropriate.

The Peer Mentorship Coordinating Team can provide guidance and help connect students with the appropriate support, but urgent or professional matters should always be handled by the relevant service.

On the next page you will find our contact information. In case you have any questions or thoughts, do not hesitate to reach out to us. We also appreciate any feedback or improvement suggestions. Last but not least, enjoy your time in Valencia! It will be a unforgettable experience ✨.

MEET THE 2026 COORDINATION TEAM

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