

Key Moments & Learning Opportunities

Mentoring under Construction, MeetUP #4 | 07.02.2024

What are key moments of a volunteer's journey? Which memorable moments and challenges do volunteers meet and overcome? Which moments are important in their learning and development?

If you think of a timeline, from the very first idea of doing a voluntary service abroad and returning after being abroad, which key moments of a volunteer's journey would you identify.

Key moments & learning opportunities

Stages	Key moments of a volunteers' journey	Opportunities for Learning	How to address them as a mentor?
I. Before leaving	"Birth" of ESC (getting the first idea for ESC)		
	Decision and being accepted		
	Preparations and goodbyes		
II. Arrival	Arriving and first impressions		
	Transition crisis (Culture shock)		
	Growing independence		
III. In-between	Mid-evaluation		
	Unfolding the full potential		
	Change of one's role within the organisation		
	Confronting the future		
IV. Ending	Summarising and closing		
	Final Happening (initiative, project)		
	Reflection and evaluation		
	Planning the future		
	Departure and goodbyes		
V. After ESC	Follow-up ESC		
	Transition crisis (Re-entry shock)		
	Returning or starting over		
anytime	Unexpected incidents		

Source: Kimmig, Michael (2015): *Meant to be a Mentor. Workbook for EVS Mentors; Foundation for the Development of the Education System / Fundacja Rozwoju Systemu Edukacji, Warsaw, Warszawa*