

The Growth Exchange — Mentor Training Curriculum Guide

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Purpose & How This Guide Fits

This guide gives any organization bringing The Growth Exchange into their mentoring program a ready-to-run training for volunteer mentors — the piece your Facilitator & Cohort Guide has pointed to since its first draft as a "Standards Alignment sheet," without content behind it until now. It's a companion, not a replacement: use the Facilitator & Cohort Guide to run the 31-day cohort program itself (the phase calendar, session outlines, talking points); use this guide to train the mentors before that program starts.

Built for: adult volunteers paired with a teen through the Teen-Mentee + Mentor edition pairing, trained by mentoring organizations, after-school programs, youth ministries, or school-based mentoring initiatives running The Growth Exchange under a Program or Community cohort.

Delivered as: one 2-hour session — the exact training already promised in the \$75 Program/Community add-on ("Facilitator Guide + a 2-hour mentor training session, all handouts and follow-ups included"). This document is the curriculum behind that promise, and it can be handed to a facilitator, a school counselor, or a program coordinator to run without further preparation.

Standards Alignment

This curriculum is built against the [Elements of Effective Practice for Mentoring, 4th Edition](#) — MENTOR: The National Mentoring Partnership's research-based national standard, organized around six areas: Recruitment, Screening, **Training**, Matching, Monitoring and Support, and Closure. Since a Growth Exchange partner organization typically already runs its own recruitment and background-screening process, this guide focuses on the Training standard, with direct touchpoints on Matching and Initiation, Monitoring and Support, and Closure — the three areas the journal itself carries mentors through.

The Training standard calls for a minimum of two hours of pre-match, in-person mentor training. This guide is built to exactly that bar, so a program can deliver it as-is and be able to say its mentor training meets the national standard.

MENTOR Training benchmark	Where it's covered in this guide
Program expectations — match duration, frequency, visit length	Purpose & How This Guide Fits; Session-at-a-Glance
Goals and expectations for all parties	Learning Objectives; Building Trust & Rapport
Mentor obligations and appropriate roles	Boundaries & Ethics
How to develop and maintain relationships	Active Listening; Connecting the Tenets to The Growth Exchange

MENTOR Training benchmark	Where it's covered in this guide
Ethical and safety concerns	Safety & Risk Management
How to properly end the mentoring relationship	Closure & Transition
Available support resources	Materials, Handouts & Facilitator Prep Checklist
Opportunities/challenges mentoring specific populations of youth	Cultural Responsiveness
Starting the mentoring relationship	Connecting the Tenets — Discover Me phase (Days 1–7)
Risk management — physical contact, approved activities, mandatory reporting, confidentiality, digital media, transportation, emergency procedures	Confidentiality & Mandatory Reporting; Safety & Risk Management

Once approved, this table can be lifted directly into the Facilitator & Cohort Guide's existing "Standards Alignment sheet" reference, closing that open item.

Learning Objectives

By the end of this session, mentors will be able to:

1. Explain the mentor's role and its boundaries against a counselor's, teacher's, or parent's role.
2. Demonstrate two active-listening techniques (reflecting back, open-ended questions) in a paired practice exercise.
3. State the confidentiality limits that trigger mandatory reporting, and name who to contact when one arises.
4. Describe how the Mentor edition mirrors the mentee's day and theme back onto the mentor's own past, and use it to complete a first self-reflection before meeting their mentee.
5. Locate the Growth Checkpoints on Days 7, 14, and 21 and explain the purpose of each.
6. Practice the optional closing Mirror Exchange and explain why it stays pair-to-pair, opt-in, and is never shared aloud to the full group.
7. Recognize early warning signs a match needs extra support, and know the program's escalation path.
8. Sign a written mentor commitment covering the ground rules set in this session.

Session-at-a-Glance

Time	Segment	What Happens
0:00–0:10	Welcome & Why We're Here	Facilitator introduces the program, the three editions, and this session's ground rules
0:10–0:25	The Growth Exchange	Walk through the five phases,