



Carole Willans

- Carole Willans is a hard of hearing Canadian lawyer who wears a cochlear implant and a hearing aid.
- Her profound bilateral hearing loss is the result of head trauma at age 4. She has significant experience as a mentor for persons with hearing loss, mostly online and sometimes in-person.
- Carole was recently elected General Secretary of the International Federation of Hard of Hearing People (IFHOH). She previously served 21 years on the Board of Directors of the Canadian Hard of Hearing Association (CHHA), the last six as its National President.

THE POWER OF PEER MENTORING

PRESENTER: CAROLE WILLANS

IFHOH GENERAL SECRETARY

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CIICA'S 2022 SURVEY

**Identifies peer support/peer mentoring as an important service
needed by CI candidates and CI users**



MENTORING - DEFINITIONS

Mentoring Generally...

MENTOR = a person who has more experience and knowledge in a certain field

MENTEE = a person who has less experience and knowledge in a certain field

Peer Mentoring...

MENTOR = a person who has lived through the specific experience

MENTEE = a person who is new to the specific experience

PEER MENTORING – FOR HOH

MENTOR = a hard of hearing person with experience
living successfully with hearing loss

MENTEE = a hard of hearing person with difficulty
dealing with issues relating to hearing loss

RELATIONSHIP BASED ON A SHARED IDENTITY



PEER MENTORING – MY STORY

Evolution from Mentee to Mentor – *Paying it forward*

*Mentoring Can Be a Rewarding Experience
for both Mentee and Mentor*



PEER MENTORING - TYPES

One-on-one

Groups

PEER MENTORING – APPROPRIATE ISSUES

Overcoming Obstacles

Focus on Mentee's Needs

Making Transitions

PEER MENTORING – POTENTIAL PITFALLS

Not Identifying Mentee's Needs

Not Defining the Commitment

Not Setting Goals

Breaking Trust

PEER MENTORING – A MODEL PROGRAM



Link to the online mentoring program
of the **Canadian Hard of Hearing Association (CHHA):**

www.chha.ca/en/about-mentoring-program

PEER MENTORING – CONCLUSION

*“It's about the **human connections** that we all need.”*

“Peer mentoring, especially when based on a shared identity such as the hard of hearing experience, is an opportunity to make those connections, and to improve ourselves as human beings, whether we are mentees or mentors.”

Feel Free to Make a Connection! - *Carole Willans, General Secretary*

International Federation of Hard of Hearing People (IFHOH)

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