

Title of assignment for mentoring	Reverse job shadowing
Development area	Exchanging and sharing theoretical & practical knowledge as well as the company intelligence topics
The Practical Assignment brief	Ideally, two distant generations should participate. Starting with part1 when e.g. a younger participant joins the older one for the whole day as a shadow to see & feel how the job really feels. During that day the shadower can even fulfil some tasks (put hands on). After this the whole day should be discussed/assessed, discussing impressions, ups & downs, could be also connected to the feedback assignment. The second part goes exactly the same way but in reverse direction. After 2 parts are finished, they should be compared and the conclusions might focus both participants to improvement performance or changing habits
The Practical Assignment should allow to develop and apply skills in	<ol style="list-style-type: none"> 1. ability to ask questions like these: What made you choose this career? What education do you need to become employed in this field? If you could go back, would you change anything? 2. Hands-on experience: possibility to observe how tasks are completed or even complete them yourself: beneficial for narrowing down a specific path 3. Networking
The Practical Assignment should allow to further develop and apply knowledge of	company culture; management; setting the development goals; personal development; intergenerational communication and learning
Task description	Job shadowing in workplace mentorships can be a great opportunity to learn from an experienced employee, but also vice versa more senior employee can learn from their younger peer. Mentees following mentors around for a day can help them gain insight into the company, senior positions and responsibilities in the company, and help them set career goals. This mentoring process can also work both ways. Reverse mentoring is where a mentor shadows their mentee to gain an understanding of their world.
Materials to be used	Written feedback
Recommended timeline	two days of shadowing then at least one hour meeting to share, discuss and exchange impressions, feelings, observations & conclusions
Keywords:	Job shadowing; hand-on experience

