



Erasmus+



MENTOR - MENTORING BETWEEN TEACHERS IN SECONDARY AND HIGH SCHOOLS

Project and agreement number :

2014-1-PL01-KA200-003335

This project has been funded with the support from the European Union. This publication reflects the views only of the author, and the European Commission or Fundacja Rozwoju Systemu Edukacji – National Agency of Erasmus+ in Poland cannot be held responsible for any use which may be made of the information contained herein.



Stories and myths.

- ❖ Stories initiate the new entry into what organization-life means, facilitating the meaning which he should give to different events.
- ❖ The stories are based on real facts, but also contain elements of imaginary fiction as they are transmitted by word of mouth, oral creation bearing the mark.
- ❖ They talk about how obstacles are overcome in the organization, how much security the organization can provide, what is the value of equality in the organization etc.
- ❖ The stories talk about morals and values of the organization in a significant and easily way, through a simple and clear message

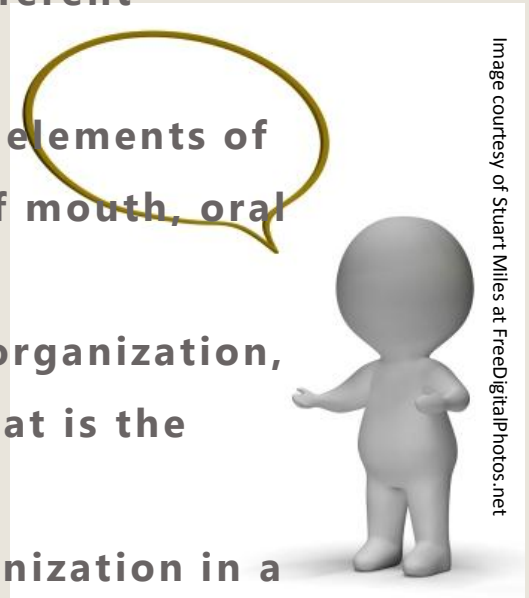


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- **To be known by a large number of employees;**
- **Be attractive, to have a living language;**
- **To send a clear message;**
- **To be dynamic, to describe a certain action at a certain time and space, but to be easily kept in mind and enriched;**
- **To be unique.**



Qualities of a Good Story:



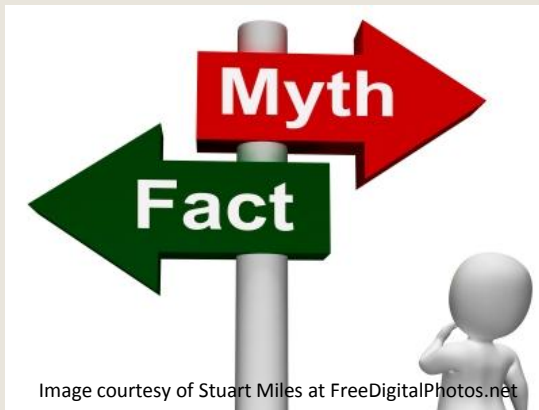


Stories.

- ❖ The stories are used to show the "history" of an organization and how it has evolved in time.
- ❖ A culture, rich in stories and myths, is considered to be a strong culture with a obvious tradition in the context of the respective institutions. Stories sometimes resemble legends, as they treat special events in a given period, highlighting the actions of the "heroes" of the organization.
- ❖ These heroes symbolize the norms and values that are, or may not, be wished for by the organization.



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❖ The myth is one of the most sensitive and difficult concepts to link to the real events of one organization.

- ❖ Myths also may be understood as organizational metaphors, as a form of expression that conveys symbolic messages beyond the actual content of the words, phrases.
- ❖ Myths communicate basic beliefs, values that can not always be supported with facts. One way or another, they exist in all organizations.
- ❖ They play a crucial role in establishing and maintaining what is legitimate and acceptable in the organization.

Myths.



MENTORING



Myths.



- ❖ Myths are unique to the organization. They refer to past events and to people considered “historic”.
- ❖ They do not need evidence to be demonstrated. They appear to protect employees from certain inaccuracies and to strengthen up certain positions of power.

- To express and explain ideas and to maintain group cohesion,
- To legitimize its attitude
- To communicate certain desires, expectations.
- To lessen the contradictions up
- To build a bridge between the past and present of the organization.
- To generate interest for new ideas , information , opportunities ;
- To help understand reality better.



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People use myths:

