

CAREER MENTORING

WHAT IS IT?

Mentoring is a relationship

Learning about your field/ company

Professional growth

Support and guidance

Networking

TYPICAL MENTORING TYPES

Group

One-on-one

Company
specific

Department
or group

Alumni
programs

Peer
mentors

Informal

Mix

TIME COMMITMENT

Pre-Determined length in formal programs– 6-12 months

Discussions usually at least once a month by phone, email, or in-person

WHY?

Eases
integration

Develops
professionalism

Builds
professional
network

Supports

MENTEE MOTIVATION

Do you want to explore a field?

Do you want to develop professionally?

Do you need/want emotional support?

Do you want to understand a company?

Do you want to get integrated into your new job/field?

MENTEE RESPONSIBILITIES

Typically, discussion led by the mentee

Establish professional goals

Plan your time efficiently

Show up when you say you will

Listen well and take time to reflect

Who would you like to help?

Why do you want to give back—
what is your motivation?

How can the relationship be
mutually beneficial?

What can you bring to the
table?

MENTOR MOTIVATIONS

Meet on a regular basis

Assist mentee in establishing SMART goals

Assist with industry knowledge

Model professionalism

Encourage and support

MENTOR RESPONSIBILITIES

HOW TO FIND A MENTOR

College department, faculty, staff

Alumni association

Human Resources department

LinkedIn or other people you know

APPLYING

Formal programs
tend to have
applications

- You will be matched
- Checks and balances

Informal programs
will be self-directed

- You will find and ask someone to mentor
- Be judicious!

ESTABLISHING THE MENTORSHIP

This is NOT an
internship or a
job

Get to know each
other

Show an
eagerness to
learn

Set goals within
the first meeting
or two

Take time to
reflect

Set regular times
to talk as well as
HOW you will talk

SMART GOALS



Specific

Measurable

Achievable

Realistic

Timely

REFLECTION

What were your goals? Did you achieve those goals?

What would you do differently?

What went well?

Did you learn anything new? What was it?

How can you apply what you learned?

How can you pay it forward?

QUESTIONS?

THANK YOU!

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