Board of Sponsors Mentor Guide



A lot of people have gone further than they thought they could because someone else thought they could. ~ Unknown

What does a mentor do for a mentee?

Mentors will provide career guidance by assisting student mentees with things like exploring areas of career interest, resume building and review, practice interviewing, fostering networking opportunities, and giving industry advice. A mentor serves as a role model, fosters motivation, and helps the mentee(s) reach his/her fullest potential.

What is expected of me as a mentor?

Because being a mentor is optional for all Board members, participating in the program requires that you be willing to make a commitment to be accessible to your mentee(s).

- 1. Set expectations with the mentee(s) on what you want to achieve from the relationship.
- 2. Arrange at least one lunch or face to face visit per semester.
- 3. Plan for three contacts/phone per semester.

Mentors are not responsible for hiring the mentee, rather, the mentor's role is to provide advice and to help the mentee flesh out options for her/her career. Mentors should attempt to develop a relationship with mentees that is mutually beneficial and offers personal and professional advantages for both parties. For example, if you happen to be unavailable for an informational mock interview or an office tour with your mentee, consider setting the student up with another manager in your office who could take your place.

How do I develop a relationship with my mentee(s)?

- 1. Get to know your mentee before plunging into business. Talk about why you decided to be a mentor and what you have in common.
- 2. Set expectations and negotiate agreements on meeting logistics and giving feedback.
- 3. Identify development activities and objectives for your mentee(s) that build skills, knowledge, and/or attitudes about industry topics.

What will I gain from being a mentor?

Being a mentor can be a gratifying experience that will be personally and professionally enriching. Some of the benefits to becoming a mentor include:

- Building leadership skills
- Improving interpersonal communication skills
- Learning new perspectives
- · Improving management skills
- Building your network
- Gaining personal satisfaction