

Planning Your Mentorship:

You have goals for this experience, so perhaps the student mentee does, too. They may be quite different. The challenge is for you and the student to plan an experience that reaches both sets of goals. Mentorship activities can be flexible, but they are more successful when mentors and mentees have something to work on together; it gives them more direction. Completing the Mentoring plan gives you a tangible focus for the relationship.

Examples of goals for mentees are:

- Learn specific skills. Example: "I want to know how to write a business letter, or gain a certification in coding."
- Gain an overview of careers. Example: "I want to learn more about careers in accounting, marketing research, etc. "I would like to gain an understanding of what an accountant does day-to-day and what skills and training are required."
- Improved personal growth. Example: "I hope to become more comfortable networking. "I will apply to five internships this year."

Examples of goals for mentors are:

- Help the mentee grow/learn in specified ways. Example: Help the mentee gain confidence in his/her abilities. Teach the mentee about mentor's work or work in another field.
- Help mentee to explore the career field of their interest
- Help mentee explore scholarships for college
- Help mentee qualify for a better paying job or a job in the career focus area
- Assist mentee to improve in specific learning or study skills
- Introduce mentee to new networking experiences

Measurements might include:

- Mentee improves his/her grades due to learning and study skills we addressed
- Mentee can make informed career decisions based on research and knowledge about career options
- Mentee engages in two or three job interviews and feels more confident with each one
- Mentee attends multiple networking, workshops, career fairs or social events with mentor this year