



Division-Wide Mentoring Program

Mentee Expectations

- Agree up front on the expectations of time commitment, deliverables, and length of commitment.
- Meet with your mentor during agreed upon times.
- Reflect on your professional goals and activities before you meet with your mentor. It will help to have your professional goals and skills in mind in meeting with your mentor so that your mentor knows how to help you in meaningful ways.
- Ask for feedback and observations from your mentor. Be aware that your mentor is trying to help you with these comments.
- Make time for professional activities your mentor may set up for you.
- Maintain confidentiality and trust.
- Re-evaluate mentoring relationship at the end of the cycle.

Questions to Start: Define Your Mentorship

- What are your expectations of this mentoring relationship?
- How can your mentor and you best benefit each other in this relationship?
- What are your joint goals for this mentorship?
- How can your working styles complement each other in this process?
- How will you both measure the success of this mentorship?
- Articulate best communication method, frequency of meetings, and logistics of mentorship.
- Decide on short and long term goals, and if there will be any deliverables from this mentorship.