

Suggested Mentoring Activities

The following are suggestions for mentoring activities that you could engage in at various points in the process. Feel free to add your own activities that suit the focus of the mentoring. You also can keep it open-ended, and not do any structured activities.

Initiation Stage (suggest 1-2 meetings):

- Spend time learning about each other in building a personal relationship before formally tackling mentoring program objectives.
- Share career stories: career start, changes made along the way, high and low points. What experiences were helpful?
- Discuss mentee's personal vision.
- Decide to / not to pursue mentorship.

Engagement Stage (1-2 meetings per month):

- Establish / agree to ground rules.
- Establish goals; identify/refine 1-3 objectives to work on:
 - Focus of goals can be on any of the following (or other area of interest):
 - Identify Mentee's strengths and growth areas.
 - Identify Mentee's tentative plans for the next 3-6-9-12 months.
- Could use an assessment tool to identify strengths and growth areas, at Mentee's expense.
- Could conduct short phone/skype/email check-ins between meetings, with some structure: have an agenda and follow up actions.
- Share resources pertaining to objectives – books, articles, audio, video, etc.
- Conduct informal networking by introducing mentee to at least 2 people who could be a good connection.
- Review mentee's website, profiles, business cards, etc.
- Discuss resources that mentee could utilize for growth – networking groups, learning opportunities, etc.
- Discuss cultural elements that influence mentee's perspective.
- Invite mentee to observe mentor presentation and / or visa versa.
- Mentee assignment: write down the picture of a perfect week. What are you doing, where are you living, how do people talk about you?
- Encourage mentee to research area of interest and write up an article.
- Discuss a role model that has been influential in each of your lives. How has s/he impacted your decisions or beliefs?
- Discuss: what keeps you up at night?
- Attend mentor group activities, socials, meetings, etc?
- Mentee can identify risks, difficulties or stress s/he is facing and plan with mentor how to minimize them.

Ending Stage (suggest 1-2 meetings):

- Ending / closure: lessons learned, what worked / didn't, goals met / not.
- Complete Evaluation
- Discuss possible on-going relationship – informal mentoring, peers, etc.