

Building a Mentor-Mentee Relationship

Introduction

A mentor is someone who acts as a positive role model, offering advice and guidance to their mentee. It is important to prepare as a mentor because a high quality mentor can be a major influence on a student's future. Consider this: young adults who were at-risk for falling off track but had a mentor:

- are 55% more likely to enroll in college;
- are 130% more likely to hold leadership positions;
- AND 90% become interested in becoming a mentor themselves - which can form a whole chain reaction.

This worksheet will give you some important tips to consider when you begin mentoring students for College and Career Readiness, especially in this new remote world.

Materials

- An Icebreaker Activity: M&M Icebreaker
- An open mind & active listening skills
- Laptop, steady internet connection
- Zoom, Google Meet, etc. (be familiar with whatever platform you are using!)

Instructions

- **The First Meeting**
 - This may be in person or virtually. If virtually, be sure that you are familiar with the platform you are using and that you might be able to help your mentee troubleshoot if necessary.
 - Introductions: Introduce yourself and learn about them. If you're having a great conversation keep it going, the icebreaker can wait!
 - Activity: should be simple and informative, especially on the first day. Students are more likely to open up if it's part of a game and they are given prompts. Find similarities and interests in common!
 - Goodbyes: Set up your next meeting at the end and do not reschedule it. Consistency is crucial as you build a positive relationship and trust with your mentee.
 - After you leave: Jot down what you learned after the first meeting. It is important that you build your activities and conversations around what you learned from your first meeting.
- **Fostering a Positive Relationship**
 - Now that you have started your mentoring relationship, it is crucial that you remain consistent and devoted.



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- Set a realistic schedule for your meetings and stick to it. Everyone has a busy schedule but work together to find meeting times that work for both of you.
- Bring something new to the table each day. Activities are a great way to lead conversation. Check out the resources on brilliantpathways.org or search the web for something that fits the interests of your mentee.
- Continue the conversation: Listen and ask follow-up questions. Mentees should know that what they have to say is important. Be open to sharing your experiences as well. The more the student can relate to you, the more comfortable they will feel with you. Remember to be respectful and professional when you share, but it is okay to be vulnerable.
 - Use the other Core Principles to guide conversation. Relating conversations to College & Career will help students translate their interests into a pathway to a bright future. Using Essential Skills will help students build the skills to solve problems and find solutions.
- **Tips for Going Virtual**
 - Virtual or E-mentoring adds additional challenges, especially if you haven't met your mentee in person prior to becoming their mentor. It is important to be transparent and acknowledge these challenges with your mentee, but don't forget to stay positive and highlight the benefits as well!
 - When on a call, remove all distractions (to the best of your ability) so that the mentee knows your focus is with them. E.g. get into a quiet space, silence your phone, closing all other programs on your computer, and turning off notifications, etc.

Take it from here

- You're going to make mistakes, there will be times when you say the wrong thing, or think of a way that you could have responded better later on, but just do your best. Continue to be the leaders and role models you already are. Focus on your strengths, be reliable, show up for your mentee, and show them that they have someone in their life who cares.