



Mentoring Plan

Complete some of these sections prior to meeting your mentor and finalize this plan with your mentor.

Overview:

1. What am I looking for in a mentor?
2. What does success look like?
3. How can your Mentor help?
4. What are my strengths and weaknesses
5. What are my next steps?

1. 1.1 What am I looking for in a Mentor? (general overview of expectations)

- List your values - What do you prize most? Experience? Expertise? Courage-under-fire? Creativity? Personal integrity? Knowledge of the field of your interest? Career success? Etc
- What do you want to focus on in the next 12 months? Is it help in defining the industry you want to target, the type of work you might enjoy, the type of cultural environment where you will thrive, how to lead a team, how to manage a mean boss, how to master a new discipline, how to keep family and health together while your travel schedule expands by fifty per cent, etc...

1.2 What is my mentor looking for in this relationship? (general overview of expectations)

- What are your mentor's mostly highly prized values?
- What does your mentor value in professional relationships?
- What did your mentor admire about her mentors?
- How can your mentor help you?

2. What does success look like for our mentoring relationship.

- We will have achieved success when..... (What needs to happen in the next year so you will both feel like celebrating the year you spent together?)

3. How can the Mentor help? (specifics)

- Based on what success looks like in your Mentoring relationship (ex: help with CV, sharing contacts, figuring out what corporate culture I would thrive in with my personality, etc.)

4. Objective Assessment of my Strengths and Weaknesses

- Start with own assessment. Speak with friends, classmates, previous employers, and mentor and complete the list.
- Update the list upon completion of tools such as Career Leadership Test or Myers Briggs or *Do What You Are* book

STRENGTHS	WEAKNESSES
<ul style="list-style-type: none"> ▪ ▪ ▪ 	<ul style="list-style-type: none"> ▪ ▪ ▪

5. **What are my next steps? (over next 12 months)**

<u>Describe activity</u>	<u>Completion timing</u>

Reference sources to help in completing the template:

WIBC Website – Mentoring Resources

<http://www.jmwibc.com/Mentorship+Resources>

Global Advantage, Inc.

<http://www.globaladvantageinc.net/publications/mentoringplan>

<http://www.globaladvantageinc.net/publications/youandyourmentor>