Mentor Selection Assessment

Talking Points and Tips for Mentees

Before You Meet...

Before meeting with a mentor candidate, it’s best to determine in what areas you are seeking mentorship. What professional goals do you want to achieve? Is there a technical skill in which you would like to become more proficient? Do you want to learn more about how to build relationships, work with teams, or deal with a difficult colleague? Conducting a professional self-assessment prior to meeting a potential mentor will help guide the conversation and provide a framework for assessing your compatibility.

Talking Points for Mentees

The following conversation starters can help you determine if the prospective mentor will share the same vision for achieving your mentoring goals.

♦ Introduce yourself and include your background, professional interests, and personal interests and hobbies.
♦ Describe your current position and location. Provide additional professional history and positions held.
♦ Describe your professional goal(s), dream job, or next career move.
♦ Outline your professional strengths.
♦ Outline the soft-skill and technical competencies you would like to strengthen through the mentoring relationship.
♦ Describe the qualities you think would make a mentor successful partnering with you.

Keep in Mind...

Your initial reaction will be to gravitate towards a mentor with similar strengths, areas of interest, or job assignments; someone who is close in proximity; and with whom you share common outside interests. However, matching identical personality types, work styles, and/or philosophical view can sometimes hinder your ability to achieve your goals. To maximize the benefit of the relationship, it’s often best if your mentor sees things through a different lens than you do.

Another important factor in a successful mentoring experience is the accessibility and availability of your mentor. In addition to scheduled meetings; the ability to have frequent, informal opportunities to share ideas are also indicators of a strong relationship.

Additional Tips for Selecting the Right Mentor

* Be clear on why you want a mentor and share it with a potential mentoring candidate. * Define your personality and communication styles. What kind of mentor would best compliment/challenge you? * Look beyond former supervisors and colleagues. Selecting a mentor outside of these previous relationships provides an open platform for discussing work related issues, as well as, your plans for advancement. * This is your mentoring journey. Select someone who will provide you with constructive feedback to help you achieve your goals. * A mentor is a powerful role model. Choose a mentor you truly respect. *