

Application

Mentor Application

What is a mentor?

A mentor is an experienced individual that serves as a trusted counselor and loyal adviser who helps and guides another individual's development. The mentor is a confidant who provides perspective and open and candid feedback. The mentor is a 'sounding-board' for the mentee on issues and challenges he/she may not share with other individuals and is interested in and willing to help others. A mentor should be:

People Orientated: be genuinely interested in people and have a desire to help others develop and grow. A successful mentor is one who provides sufficient time with the mentee, possesses good people and listening skills. A mentor should also be able to resolve any difficulties and give appropriate feedback.

- Good Motivator: provide encouraging feedback.
- Effective Teacher: understand the skills and knowledge required by the mentee and her goals.
- Secure in their career position: a mentor enjoys being a part of the mentee's growth and expansion.

Roles and Responsibilities

- Demonstrate a willingness to commit to the mentoring process
- Assist in developing the mentee's individual development plan
- Provide advice on development opportunities for the mentee
- Plan to have at minimum a one-hour mentoring session every six weeks with the mentee
- Actively participate in the mentoring sessions and plan to have a minimum of one one-hour e-mentoring session every six weeks with the mentor
- Provide feedback on the mentoring partnership at the end of the program (exit survey provided by EW)

Assume four main roles:

- Teach about a specific issue, in setting developmental goals and how to achieve them
- Discuss concerns impeding performance and/or on a particular skill
- Facilitate the mentee's growth by sharing resources and networks
- Provide honest and objective feedback, participate in mentoring sessions, act as a sounding board and provide developmental feedback to the mentee

Application Process

The appointed EW committee members will help to pair participants based on common interests, mentee goals, and mentor skills. These following questions will help the committee to create the pairs, so please be as honest as possible. The EW committee will do their best to form excellent matches, and it is possible that not all preferences will be met.

Application

<i>NAME:</i>	<i>PHONE:</i>
	<i>EMAIL:</i>
<i>TITLE:</i>	<i>ADDRESS:</i>

- 1) What are two goals you have for joining the Evolving Women Mentoring Program?
- 2) What are your top two strengths and weaknesses?
- 3) Tell us briefly about someone you have mentored and what you gained from it.
- 4) Tell us about two skills that you bring to the mentee relationship that can add value to their experience.
- 5) What is your preferred method of communicating with a mentee (i.e. email, phone calls, in person meetings, Skype sessions, etc.)?
- 6) Do you consider yourself an extravert or an introvert?
- 7) What role are you in now? What type of program do you work for?
- 8) Do you prefer a mentee who is in the same role as you (i.e. marketing, admissions, clinical, etc.)?
- 9) Where do you live?
- 10) Do you prefer a mentee who is geographically close to you?

Please submit your answers to Gretchen Bartlett at gretchen@monumentstc.com by January 31, 2019