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Recruiting and Utilizing a Professional Mentor

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By the End of this Session You Should.....

- Understand the importance of mentors
- Recognize the qualities of a good mentor
- Improve awareness of the types of mentors
- Learn what mentors are and are not
- Know how to find a mentor
- Obtain tips for making the relationship meaningful



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Why is a mentor important
anyway?





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What are some of the
challenges with mentoring?



Do You Need More Than One Mentor?

- Connector
- Politician
- Expert
- Cheerleader
- The mentor “from afar”



Avoid the Mentee “Grab and Go” Syndrome

Mentoring Is Not:

- A one sided relationship
- A short cut to your next job
- An alternative to your own networking

Mentoring Can Be:

- Safe space to explore options
- A sounding board
- Source of advice and guidance



How Do You Find a Mentor?

- Research and Observe others.....then Ask
 - Ask directly or through third person
- Be “mentor-worthy”
- Be open to different perspectives
- Seek out more than one

Know What You Want From The Relationship



Making the Relationship Work

- You own and manage the relationship
 - Meeting arrangements and agenda
- Take responsibility for your own learning
- Listen and ask questions
- Respect the mentors time and be flexible
- Reciprocate



Overview

1

- **Mentors are key to your growth**

2

- **There is more than one type of mentor**

3

- **Developing mentors is your responsibility**



Next Steps for You to Consider

- What type of mentor do you need? Why?
- Do you have ideas or leads for potential mentors?
 - If not, where can you start?
- What obstacles do you have for establishing a mentor relationship?
- What's do you see as your immediate next step?



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