



UF CAREER CONNECTIONS CENTER

Mentorship Guide



CAREER CONNECTIONS CENTER
STUDENT LIFE | UNIVERSITY OF FLORIDA

UF CAREER CONNECTIONS CENTER

WHAT IS A MENTORSHIP?

A mentorship is a two-way relationship between a mentor and mentee and can be formal or informal. Mentors are great connectors to other individuals, opportunities, and resources. Mentors generally have a higher level of experience and can support and guide mentees. The benefit of a mentorship is that it can help with future involvement and employment. Both the mentor and mentee should gain value from the relationship. The mentee can help achieve this by seeking opportunities to share their experiences and insights gained with their mentor. Mentees are not alone, as mentors are part of their support team.

HEALTHY MENTORSHIPS

- Set clear expectations
- Establish trust and support
- Gives constructive feedback
- Maintain open communication
- Provide reciprocal support and help you make the best decisions for you

WHO ARE MENTORS?

Mentors are individuals that provide support to mentees and help them make connections.

Potential mentors include:

- Professors, research, coaches, sponsors, alumni
- Family, friends, family friends, peers, resident assistants
- Advisors, career coaches, supervisors, department chairs

COMPETENCIES DEVELOPED THROUGH MENTORSHIP

Competencies are knowledge, skills, abilities and personal attributes that prepare students for a successful transition into the workplace. Mentorship experience can help you identify and develop your competencies.

COMMUNICATION

- Asking strategic questions
- Networking with other mentees
- Exchange of thoughts and needs either through listening, speaking, writing, or body-language

SENSE OF SELF

- Learn more about yourself through networking events
- Understand your strengths and limitations
- Become a self advocate
- Identify ideal role model attributes

TEAMWORK

- Trust-building by following through on promises and taking responsibility
- Cross-encouragement
- Feel more confident in your own decision making skills

CRITICAL THINKING

- Problem-solving
- Goal-setting
- Utilization of recommended resources (networking tools, websites, etc.)
- Identify and manage risks

UF CAREER CONNECTIONS CENTER

FINDING A MENTOR

To initiate the mentorship search, ask yourself the following questions:

1. What type of mentorship am I seeking (e.g. formal, informal)?
2. What qualities do I look for in a mentor (e.g. values)?
3. What time commitment do I expect from my mentor?
4. What do I hope to gain out of the mentorship?
5. Which competencies are essential for me to develop?
6. What goals do I have, and how do I foresee my mentor helping me achieve them (e.g. recommendation letters)?

You are ready to go ahead and start your search once you have answered the above questions.

SEARCHING FOR MENTORSHIPS

- Make sure to check emails frequently.
- Opportunities for mentorships can be sent out to students in listservs and through Gator Times
- Visit GatorConnect to find a listing of potential organizations that offer mentorships
- Check within your college/departments
- Connect with faculty/staff who are working in areas of interest
- Reflect on individuals in your network
- Reach out/email prospective mentors
- Begin following influences or people of interest on LinkedIn

NEXT STEPS

- ➡ Reflect on the mentorships you already have, both formal and informal
- ➡ Write down your goals (personal, academic, professional) and which mentorships may help you accomplish them
- ➡ Meet with a Career Connections Center staff member to help you narrow your mentorship search
- ➡ Apply to programs that have mentorships and meet with your potential mentor

POTENTIAL AREAS TO FIND MENTORSHIPS (NON-INCLUSIVE LISTS):

Organizations: Hispanic Student Association, Black Student Union, Pride Association, Sororities/Fraternities

Multicultural and Diversity Affairs: University Minority Mentor Program, Lead, Educate, Advocate Philanthropy (LEAP), Pledging to Advance Academic Capacity Together (PAACT), Gatorship

College Specific: Alumni Mentor Program, Business Undergraduate Mentorship Program, Situational Environmental Circumstances Mentoring Program, CLAS Transfer Student Peer Mentoring Program

Major Specific: Minority Health Professional Mentorship Program

Program Specific: AIM Academic Advisor, OAS Peer Mentor, Hume Mentoring, NaviGator Program

Networking: LinkedIn, Virtual Career Fairs, Employment, Social Media