



UGA Mentors convened to discuss some of their best mentoring practices and how to address challenges that might arise throughout the mentorship process. Here's a summary of what they had to say:

### What are some tips for coaching my mentee?

- Set expectations upfront by asking the following questions:
  - How often will we meet?
  - What platforms will we use to connect?
  - What end goals do we have for this mentorship?
- Allow your mentee the chance to practice organizing your mentorship sessions. Encourage them to take the initiative in scheduling meetings.
- Some students may be new to mentorship. Ask them if they feel comfortable leading the meetings and how you can support them as they practice this skill with you. Set the example or discuss how you've led mentoring meetings as a mentee before.
- With your mentee, brainstorm topics for the next meeting at the end of the current one.

### How can I build trust with my mentee?

- Find opportunities to humanize yourself! Students can be intimidated by working professionals. Remind them that you were once in their shoes.
  - Meet face-to-face when possible or turn on your camera when using video chats/meetings.
  - Provide space for informal communication, such as texts or phone calls.
  - Show vulnerability and talk about your own experiences.

### What are the best ways to utilize the resources on the platform?

- Review or skim through the information on the platform (i.e., milestones, FAQs, etc.) and the [resources page](#) of the UGA Mentor Program website.
- Take notes during each meeting.
- Review resources and materials on the website to prepare for meetings with your mentee.
- Follow milestones for guidance.
- Review the [Initial Conversation Guide](#) or invite your mentee to check it out before your first meeting together.

### What challenges might I face, and how can I overcome them?

- How to share your truth about a job, industry, field, or employment experience if it was negative:
  - Try not to be dishonest or to dissuade a student from making specific decisions.
  - Think about what younger you would have wanted to know.
  - Lead with more questions than statements.
    - Help them come to conclusions on their own.
- Frame your answers to their questions from your experience rather than from generalizations.
  - This allows students to investigate the outcomes of a specific choice while still allowing them to make their own decisions.
  - Ask them what they would have done in an example situation or one that you experienced in the workplace.
- Students enter mentorship with varying degrees of experience, knowledge, and confidence.
  - Provide grace to one another.
    - Students may not know all the communication etiquette rules or how to create an acceptable agenda.
    - Frame pointers through the lens of what's helpful in the workplace.
    - Provide sample documents or example scenarios when needed.
- Maintaining a consistent and regular meeting schedule:
  - Be upfront about your schedule -- "This time of year is busy in my role. Let's plan to meet every other Tuesday afternoon but let me know what other times work for you during the week so we can be flexible if needed."
  - Schedule your next meeting as you wrap up your current one.