

UGA MENTOR PROGRAM

GUIDING MENTORING PRINCIPLES

Use this template to help prepare for your mentorship session, as well as keep track of what is discussed and next steps. A great habit to build is sending this to your mentor before you even meet so they also have a clear idea of topics/expectations for the meeting.

STRIVE FOR MUTUAL BENEFITS: You, as the mentee, have as much to offer as you do to gain; establish the expectation early that you want this connection to be a two-way street and work together to achieve your goals.

Ex: "I hope to learn more about how you got your start at your company, but I would also love to share some new things going on at UGA!"

AGREE ON CONFIDENTIALITY: Confidentiality is essential to building trust and allows for your connection to be a safe space for you to be open, vulnerable, and supported.

Ex: "I commit to keeping what we discuss private. If there's something I'd like to share outside of this space, I'll check with you first."

COMMIT TO HONESTY: Being open creates a space for feedback and growth; being honest is integral for a strong foundation, and it helps ensure you have an authentic relationship where you can really grow and thrive.

Ex: "Feedback and insight into this career field are really important to me—please feel free to be candid with your thoughts."

LISTEN & LEARN: It is important to make sure you remember why you sought out this connection – you want to respectfully advocate for yourself and experiences, but it is important to hear and learn from other perspectives.

Ex: "I really value your perspective—can you share how you handled challenges early in your career? I'd love to learn from what worked (or didn't) for you."

DEVELOPING A PARTNERSHIP: Your mentorship should be built on the common ground of shared personal and professional goals.

Ex: "I'd love to work together to identify a few short- and long-term goals for our mentorship. That way, we can both stay aligned and make the most of our time."

BE A ROLE MODEL: Words are important, but so are actions. You set the tone for this relationship through following-up, being consistent, and asking great questions.

Ex: "I really appreciate your time today. I'll follow up with those questions we talked about before the weekend."

FLEXIBILITY IS KEY: Having goals and a sense of direction is important, but as your relationship grows and develops, those goals may shift, which is totally fine! Be open to the process and have the courage to adapt as it makes sense.

Ex: "When we first connected, I was really focused on one area of the industry. But after our conversations, I'm thinking of pivoting. Could we explore that together?"