



Mentoring 101

Expectations

The key to a successful and meaningful mentor relationship is consistency. For both mentors and mentees to get the most out of this experience we ask that mentors commit to the following timetable:

Weekly:

Log-in to the FIVE app at least 1x per week (15 min. per week) to check for and respond to any new messages from your mentee on your own schedule.

Monthly:

Join short monthly video calls with your mentee and other FIVE mentees and mentors to build your relationship.

Annually:

Be a consistent presence in your mentee's life from 9th grade through one year after high school graduation.

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Be consistent by showing up for just 15 minutes a week for your mentee. This will build trust and the foundation for a great relationship.

Be positive and highlight the strengths of your mentee. Above all else, your mentee wants a mentor who cares about them.

Be patient with the process: growth and development happen over time. Expect bumps in the road and imperfection.

Be authentic. Your mentee doesn't expect you to be perfect or have all the answers, they want to connect on a human to human level.

Respect cultural differences between you and your mentee. Your mentee's cultural background and experiences may be different from yours and that's OKAY! Use it as a chance to ask questions and learn more about each other.

Avoid assumptions about your mentee's home life and create spaces where they can feel safe to share if they want.

Listen and let your mentee do most of the talking.

Ask open-ended questions to help get past those one-word answers. Don't be frustrated if you get a one word response, keep probing and asking.

Maintain reasonable expectations and remember your mentee is a 9th/10th grader who needs support and will develop emotionally and academically over the course of the program.

Don't act like a parent or counselor, you're not here to lecture or solve problems. You are here to share your story, career experiences, and expand their network.

Assume good intentions. Your mentee may be facing challenges at school or at home that you're not aware of.