The Wildcat Mentor Society

Welcome New Mentors!
New Mentor Training

- Overview
- Hear from current mentors
- Program Expectations
- Technology
- Q & A

✓ Mentors will describe their expectations and overall role in the WMS.
✓ Mentors will be able to recall resources to help in cohorts.
✓ Mentors will be able to design their own curriculum and mentoring style for their cohorts.
The Wildcat Mentor Society is a transformative program that connects world-class alumni with students and alumni in mutually beneficial mentorships.
Overview | The Wildcat Mentor Society

Mentees will participate in discussions and activities to expand their knowledge on how to navigate everything from college to career to personal experiences.

Mentors will enable cohorts to build their professional network, strengthen their Arizona alumni network, and gain career and professional skills.

Create deep, meaningful mentor-mentee relationships which may last well beyond this program.
Expectations | Mentor

Communication
✓ Mentor trainings
✓ Monthly cohort meetings
✓ Mentee follow-up
✓ Active listening w/ mentees

Safe and Inclusive Environment
✓ Diversity and Inclusion Resources
✓ Inclusive language
✓ Mentors enforce respect for all members of the cohort
✓ Confidentiality and trust

Availability/Accessibility
✓ Respond to mentee communications in timely manner
✓ Participate in events and programs as able

Facilitate Growth and Learning
✓ Provide feedback and strategies to help mentees progress to completing their goals
✓ Teach and model professional behaviors
Expectations | Mentee

Communication
✓ Mentee check-in surveys
✓ Monthly cohort meetings
✓ Drive mentorship communication
✓ Active listening w/ cohort

Safe and Inclusive Environment
✓ Diversity and Inclusion Resources
✓ Inclusive language
✓ Mentors enforce respect for all members of the cohort
✓ Confidentiality and trust within the cohort

Availability/Accessibility
✓ Respond to mentee communications in timely manner
✓ Participate in events and programs as able

Personal Growth and Learning
✓ Focus on goal attainment and asking for help when needed
✓ Practice professional behaviors
### Expectations | Safe and Inclusive Environment

<table>
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<tr>
<th>Respectful</th>
<th>Accurate</th>
<th>Relevant</th>
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<td>Inclusive language involves knowing about and showing respect for all members of WMS.</td>
<td>Inclusive language gives more accurate view of the real world by reflecting on social diversity rather than perpetuating stereotypes and making false assumptions.</td>
<td>Inclusive language reflects WMS diversity and is meaningful for a wide audience and enables everyone to feel that are being reflected in what was said.</td>
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Expectations | Mentor/Mentee Agreement

Mentor & Mentee Agreement

The purpose of this agreement is to set guidelines and goals for mutual effort and benefit. By setting your expectations of each other ahead of time, you can work to make the most out of this relationship with little to no conflict. This agreement is not mandatory but serves to aid you as you begin to lay down the foundations of your mentorship.

1. Outside of the predetermined meeting times, how often should we contact one another? What is the best way to contact one another?

2. If we receive contact from the mentor or another mentee, we agree to get back to that person within:
   - 24 hours
   - 1-2 days
   - 2-5 days

3. What are some of the major topics we would like to discuss?

4. How will we proceed should one individual need to withdraw from the mentorship program?

5. If we cannot attend one of the preplanned meetings, how will we communicate that with the group? How much notice will we agree to give?

Setting SMART Goals: Setting clear goals ahead of time will help you direct conversations and pick topics to discuss in your monthly meetings. SMART goals are Specific, Measurable, Achievable, Relevant and Timely. For more information on SMART goals, click here.

Goals for the Group
1. 
2. 
3. 

Goals for the individual (mentor or mentee)
1. 
2. 
3. 

Mentor Signature: ____________________________ Date: ____________

Mentee Signature: ____________________________ Date: ____________

- To be discussed and signed at the first meeting (Sept./Oct.)
- Referenced throughout the year for accountability and progress
- Mentors and mentees keep copies

Confidentiality – What is said in the cohort, stays in the cohort. This allows for greater trust and personal growth.
Technology | Zoom

- Cohorts meet virtually or in-person
- Reoccurring Zoom link is provided, but any platform is acceptable.  
  - Polling questions  
  - Guest presentations
- Link can be posted to your Bear Down Network cohort or a reoccurring meeting invite.
- Reduce background noise and limit interruptions. Your mentees will feel that they have your undivided attention.
Technology | Bear Down Network

- Communicate and connect with the WMS
- Monthly Newsletter
- Subgroups
  - Cohort events
  - Private feed
  - Messages
- DEMO

www.beardownnetwork.com
### Meeting Content
- Questions to Ask Your Mentor
- Mentor/Mentee Agreement

### Campus Resources
- Mentoring
- Zoom Meetings
- Bear Down Network

### Guides
- www.wms.arizona.edu/resources

### Online Resources
- Arizona Alumni Career Lab
- Career coaching, digital resources, events
- Student Engagement and Career Development Services
- List of digital career resources
- Campus Student Support Services
- Virtual student support
- Wildcat Career Guides
- Resume, cover letter and interview tips

### Reference Guides
- WMS Resource Guide
- Zoom Meetings
  - Sharing Your Screen
  - Meeting Controls
  - Join a Meeting
  - Scheduling a Meeting
  - Meeting Controls
  - Share Multiple Screens Simultaneously
- Guide for the Bear Down Network
Thank You!

Questions?