

Mentee Expectations

*-Please use the below prompts to envision your mentoring relationship with your mentor. Feel free to consider more factors (remember, this is **YOUR** mentoring relationship).*

*-After reviewing, meet with your mentor and address **ALL** desires, commitments, and general concerns before entering into your Mentoring Expectations Agreement.*

1. Why do you want to enter the PINC mentoring program?
2. What are your career goals? How can this experience and the mentor–mentee relationship help you achieve them? Will it?
3. What would success in this experience look like to you?
4. How many hours per week and at what times/days do you expect to work with your mentor and/or projects?
5. What, if any, specific technical or communication skills do you expect to learn as part of the experience?
6. How do you learn best (written procedure, verbal instructions, watch and repeat, etc.). What can your mentor do to help you learn the skills in a timely manner that you need to be successful?
7. Once you feel more confident as a mentee, would you prefer to continue to work closely with others, or independently?
8. To whom do you expect to go if you have questions?
Does your mentor expect you to come solely (or first) to them, or should you feel free to ask others in the group? If others, can your mentor identify those in the group who would be a good resource person(s) for you?
9. Will your mentor/mentee interactions that you will be involved in be confidential?
10. Discuss the required training with your mentor and establish a deadline by which you should complete it.
11. If you have previous experience, what skills do you expect to bring to your new mentoring/working experience?
12. What are your other concerns?

Mentor Expectations

*-Please use the below prompts to envision your mentoring relationship with your mentee. Feel free to consider more factors (remember, this is **YOUR** mentoring relationship).*

*-After reviewing, meet with your mentee and address **ALL** desires, commitments, and general concerns before entering into your Mentoring Expectations Agreements.*

-Have a copy of your Mentoring Expectations Agreement. Review with your mentee, complete, sign and return.

1. Why do you want to mentor?
2. What are your career goals? How can this experience and the mentor–trainee relationship help you achieve them? Will it?
3. What would success in this experience look like to you?
4. How many hours per week and at what times/days do you expect your mentee to work with you, on the project, etc.?
5. What, if any, specific technical or communication skills do you expect your mentee to learn as part of this experience?
6. What level of independence do you expect your mentee to achieve, once basic skills are learned? How will you let your mentee know when he/she has reached this level?
7. What is your mentoring approach? Once your mentee has improved their skills do you prefer to watch your mentee closely, walking him/her through all the steps or do you prefer a more hands off approach?
8. To whom should your mentee go if they have questions?
Do you expect them to come to you solely (or first), or should they feel free to ask others in the group? If others, who would be a good resource person(s) for them?
9. What role will you play in the development of your mentee's skills?
10. Discuss the overall commitment and desires of your mentee to the mentoring partnership and project.
11. What is the procedure if the mentoring relationship isn't beneficial for the mentee?
12. What are your other concerns?

