

What Does a Mentee Do?

- ◇ The mentee is someone relatively new to the profession who has a strong desire to learn and develop new and existing skills and abilities. A mentee strives to elevate his or her level of technical skills and professional expertise to gain a greater mastery of the job. The mentee should initiate and participate in discussions and seek information and opinions.



In learning you will teach, and in teaching you will learn.

If you are interested in becoming a Mentor to share your commitment and career experiences, or a Mentee who seeks peer guidance, please contact Ashley Jackson at 270-393-3632 and Ashley.Jackson@bgky.org.

Mentoring Program Committee

Ashley Jackson, Chair

Bethany Cooper, Vice Chair

Susan Clark, Secretary

Elizabeth Reynolds, Social Media Manager

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Mentoring Program



Mentoring

Mentoring is a tool to nurture and grow people. Mentees observe, question and explore. Mentors demonstrate, explain and model. The following form the foundation for a solid mentoring program:

- Deliberate learning is the cornerstone. The mentor's job is to promote intentional learning, which includes methods such as instructing, coaching, advising, guiding and training.
- Stories about best practices are powerful. Mentors, as leaders of a learning experience, may share their "how to do it so it comes out right" and their "how I did it wrong" stories.

Both types of stories are powerful lessons that provide valuable opportunities for analyzing individual and organizational realities.

- Leaders personal experiences are meaningful. Personal scenarios, events and case examples offer valuable, often unforgettable insight, and should be shared. Mentors who can talk about themselves and their experiences establish a rapport that makes them learning leaders.
- Development matures over time. Mentoring only works when there is continuous learning that is not an event or even a string of discrete events; rather, it is the synthesis of ongoing events, experiences, observations, studies and thoughtful analyses.
- Mentoring is a joint venture. Successful mentoring means sharing responsibility for learning, regardless of the facilities, the subject matter, the timing or any other variable.



Every great achiever is inspired by a great mentor.

The Mentor's responsibilities include:

- Answering technical questions;
- Describing procedures;
- Sharing experiences;
- Notifying the Mentee of educational opportunities;
- Providing moral support and encouragement;
- Introducing the Mentee to other association members at events.

Benefits of having a Mentor:

- Increased networking and social interaction;
- Assistance with career goals and strategies;
- Greater career commitment, satisfaction and growth; more positive attitude;
- Increased productivity;
- Responsive answers to questions.