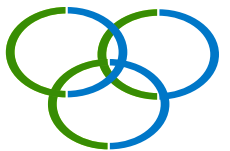




MENTORSHIP CIRCLES

LONDON WCT CHAPTER



Frequently Asked Questions
for Mentees

Sponsored By



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Frequently Asked Questions for Mentees

WCT Mentorship Circles is a program to facilitate collaborative learning between mentors and mentees and help them achieve their personal and professional goals. Mentees have a remarkable chance to gain skills and form connections to advance their professional life while improving work/life management. Great mentees bring enthusiasm, curiosity, and above all a willingness to learn from diverse perspectives. You probably have many questions about starting a mentorship! We try to answer some of them here:

1. Why should I be a mentee?

Mentorship helps women in several ways:

- Learn to tackle goals and communicate more effectively.
- Ideate about future possibilities and become empowered in the workplace
- Become passionate about building networks other relationships
- Improve work/life balance
- Provides an avenue to practice and share skills in a safe, inclusive environment by focusing on growth and improvement

2. How do I get selected to participate in the Mentorship Circles program?

To be selected for the Mentorship Circles program, mentees fill out an online registration form, where they provide information about their background, level of experience and career interests. Mentees are then matched to one of three possible career groups: early career, mid-career, or executive professional, based on the participant's profile characteristics.



3. What are my responsibilities as a mentee?

A mentee must have the desire to absorb knowledge and focus on the outcome of the relationship.

Mentees should be curious, goal-directed, and ready to learn new perspectives through group discussion

Mentees should be punctual, organized, and able to attend all arranged meetings

Mentees should respect the experience and career choices of other members.

4. Am I provided with a job through the Mentorship Circles Program?

No. The role of mentors is to not find employment for mentees. Your mentorship may include receiving support in your job search through advice, and skills development such as interviewing and networking, but this does not necessarily include securing specific job openings.

5. How long is the Mentorship program? How often do I meet with my group?

The program will run from November 2020 to June 2021. There will be mentors and mentee kick-off event in early November followed by three 2-hour mentorship circle sessions, and then a wrap-up event in May or June 2021. In addition to the scheduled meetings, you will also have a chance to connect with other mentees in your group, or to arrange individual meetings with your mentor. These are organized at the discretion of your mentor and are separate from the Mentorship Circles events. Mentorship is an important and sometimes demanding investment, so we encourage you to consider your goals careful in light of your time commitment to the program.

6. Am I responsible for setting up meetings with my mentor? Can I meet with my mentor in person?

Mentorship Circles are prearranged online events with you, your group members and your mentor. Meetings arranged with you and your mentor can be organized on an individual basis, but we recommend keeping them online as well and/or practice physical distancing.

7. What kind of support will I receive prior to and during the mentorship process?

Becoming a mentee in the Mentorship Circles program means becoming part of a tight and inclusive community, with your mentor as well as with fellow mentees. These are amazing sources of support! Do not be hesitant to seek advice and assistance from mentors and those around you. You will also have an orientation at the mentor and mentee kick-off event and will have access to supporting materials over the duration of the program. In addition, the Mentorship Circles staff are always available to address any specific questions or concerns.

8. What are Mentorship Circles meetings like?

The Mentorship Circles meetings are held as online events of 2-hours each. They will typically begin with general discussion or updates, a welcome address by a keynote speaker, followed by breakout groups into the pre-defined mentorship groups. Your individual group discussions will consist of you, five to six other mentees, and one or two mentors. The meetings are designed to be highly collaborative and integrative, where each group works together to define common goals, encourage support and develop strategies through open communication and active participation.

9. On what basis are the matches made between mentors and mentees?

When mentees fill out their online registration form, the information provided about their background, level of experience and career interests are then used to assign them to a particular group, whether early career, mid-career or executive professional.



10. How can I make the most of my Mentorship Circles experience?

If you are asking yourself this question, you already have your best interest in the program in mind -- that is the most important step! You can take some practical steps to prepare yourself for your mentorship. Namely, you should have some clear objectives in mind about what you want to achieve at the end of the program. When you communicate your needs, you help your mentors, as well as your mentorship group, help you. Be inquisitive, be ready to listen, and strive to consider solutions you might not have before. Be punctual and attentive to the needs of others in your group and your experience will be amazing! As you progress in the program you will have the chance to reflect on your progress and take necessary steps to advance even further.

11. What type of skills can I expect to learn from mentors?

You can expect to learn professional skills to help in your career, as well as how to incorporate those goals into your personal life. What specific goals you chose to focus on is arranged between you and your mentorship group, but here are some examples,

- Establishing a network
- Working towards a raise or promotion
- Excelling at work while balancing work/life commitments
- Taking risks at work
- Enhancing teamwork, communication, and leadership skills
- Exploring certifications and courses for career development

And many others!



12. I have a one-time question for a mentor, for example, how to prepare for an upcoming interview, or what updates my resume needs. Should I sign up for the program in that case?

We designed this program to give professional mentorship over a period of several months and with a group of individuals who share interests and common goals. In this way, mentees benefit the most and they can receive ongoing feedback. Any specific questions relating to resume review, portfolio review or interview practice can certainly be addressed with you and your mentor.



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