

## Canadian Evaluation Society (CES) – Mentoring Initiative

### Is This a Good Fit?

#### Finding Your Perfect Mentor-Mentee Match

When it comes to setting up a mentorship, both mentors and mentees should take a moment to see if the fit is just right for them at this point in time. Remember, your needs can change along the way. Mentees, you're encouraged to chat with various potential mentors until you find that magical connection. Here's what to ponder:

#### For Mentees:

- Can this mentor provide the kind of evaluation-related support, advice, or guidance you're seeking now? For instance:
  - If your sights are set on becoming an internal evaluator in a government department or agency, has this mentor had experience in such a role?
  - If you're all about beefing up those quantitative methodology skills, does this mentor know their way around numbers?
  - If you're a bit uncertain about the direction to take, does this mentor have the know-how to help you explore your options?
- Can this mentor work with your schedule and stick around for the duration that suits you? For example:
  - If you're in a rush for job applications, is this mentor ready to offer quick feedback?
  - If you're diving into becoming a Credentialed Evaluator and need a mentor over a couple of years, is this mentor up for the ride?
- Does this mentor's evaluation style jive with yours? Like:
  - If your jam is participatory, anti-oppression, and social justice-focused, does this mentor groove to the same beat?
  - If you're all about blending evaluation with strategic planning, does this mentor dig that approach?
- Above all, do you feel comfortable and safe with this mentor?

#### For Mentors:

- Are you the right fit to offer the evaluation-related support, advice or guidance your mentee is after? For instance:
  - If they're eyeing the consulting world, do you know the ins and outs?
  - If they're on a quest for methodological variety, can you provide a buffet of methods and real-world examples?
  - If they're at a crossroads, are you ready to be their compass?

- Can you match their schedule and commitment? Like:
  - If they need a quick fix, are you game for that kind of real-time support?
  - If their journey is about landing a dream job, are you on board for the long haul?
- Is your approach to evaluation in sync with theirs? Like:
  - If you're all about audit and evaluation for accountability, is that their groove too?
  - If your passion is qualitative evaluations for empowerment, is that what fuels their fire too?
- Most importantly, do you click with this mentee?

## **The Inside Scoop**

Now, the info you need to answer these questions probably won't be found on the Mentoring online profiles or from a mentee's initial query. So, chances are you'll need to meet a few times to really figure out if this is the match made in mentorship heaven. Here's the deal:

## **Keep the Conversation Going**

The two of you should discuss right off the bat that it's ok to talk about either of you feeling like the fit isn't quite right.

## **Change is the Name of the Game**

Remember, as time goes on, what clicks today might need a tweak tomorrow. That's why your mentorship plan should have pit stops for reassessment and adjustment.