

## **Canadian Evaluation Society (CES) – Mentoring Initiative**

### **Guidance for Mentees: Navigating the Mentorship Journey**

#### **Establishing a Solid Foundation**

After that initial meeting, it's really important for both of you to set a positive tone for your mentorship journey. So, let's dive into some tips that will help keep your mentorship relationship on track and useful.

#### **Prepping for Each Following Meeting**

- Check in on those goals you've set for your mentorship journey. How are you progressing?
- Get ready to chat about your journey so far. Any triumphs or challenges? Your mentor can be your ally.

#### **When You Connect**

- Start with a friendly catch-up. You're building an authentic connection here.
- Share your achievements and progress toward your goals since your last meetup.
- If any roadblocks popped up since your last chat, bring them up.
- Talk about what you learned from both the high-fives and the oops moments, and be all ears when your mentor shares advice.
- If your goals have had a makeover, discuss the fresh steps you're thinking about.
- Sketch out the game plan for your next moves, including how you'll stay in touch between meetups (like emailing updates).
- Peek into the mirror: How's the mentorship working for both of you? Any tweaks or high-fives needed?

#### **Setting Up the Next Move**

Choose your next meeting: schedule it now or keep rocking and schedule it once you've nailed a task or reached a milestone. Remember, it's on you to take the lead here!

#### **After Every Meeting**

Roll up your sleeves and dive into the tasks you and your mentor discussed. Keep that momentum rolling until your next meeting.

## Checking in on the Engagement and Making Adjustments

Once your mentorship gears are in motion and you've got meetings and activities in full swing, it's smart for both the mentor and mentee to pause, reflect, and connect. Just like evaluators help folks review their projects and pivot as needed, you and your mentor should reflect on your journey and consider adjustments. Here's how to do it right.

### Regular Revisits to Your Mentorship Agreement

Take a regular pit stop to review your mentorship agreement. Chat about how well it's holding up (like progress toward your shared goals) and if any tweaks are needed.

These documents can also be a good GPS for checking in – find them under the Resources in the Mentoring Initiative:

- Making Changes or Concluding Mentoring Engagements
- Mentoring Do's and Don'ts

### When Life Throws a Curveball

Life's schedule can get crazier than a rollercoaster, leading to rescheduling meetings. If you've had to change plans, make sure to lock in a new date. Likewise, if your mentor/mentee had to hit pause and you're awaiting a new meetup date, go ahead and give them a nudge.

- To keep things smooth, it's wise to agree on "how long is too long" and "how soon is too soon" for rescheduling based on your schedules.
- If it's been a while since you last chatted, don't hesitate to reach out and see how things are going. A quick check-in can work wonders. And hey, if you talked about communication methods earlier (like email, phone, text), try to stick to those.

Remember, this journey is all about teamwork, growth, and keeping the connection vibe strong!