

# Frequently Asked Questions

## What is mentoring?

Mentoring is a form of support to help you maximize learning opportunities. A mentor is a guide that will help you find the right direction by asking questions and by challenging your ideas. Often the motivation and encouragement provided during a mentoring partnership will allow you to clearly identify issues and give you the confidence to explore different ways to resolve them.

## What are the roles and expectations?

### Mentee

- Set difficult but achievable goals
- Be open to learning
- Dedicate time to work on tasks
- Be receptive to suggestions and feedback
- Actively participate and ask questions
- Commit to achieving your goals
- Propose meeting times and agenda

### Mentor

- Give availability & communication guidelines
- Help identify and set goals
- Help identify problems and solutions
- Provide feedback on progress
- Support mentee's development
- Provide knowledge and insight
- Prepare for meeting and be present

## What is the time commitment?

The duration of the YPN Mentoring Program is 4 months. To ensure a worthwhile experience for our participants, we ask that mentees and mentors be willing to have a minimum of four 1-hour face to face meetings during the program. The pairs may choose to meet more often if they wish but there is no formal expectation to do so. It is expected that both partners will prepare for the meetings. Mentees should also set time aside to work independently on tasks as required.

## How are the meetings arranged?

This is a mentee driven program and as such, it is the responsibility of the mentee to suggest meeting options to their mentor. To keep momentum, we recommend setting up the four meetings upfront and making changes only if necessary. Meeting places will depend on your preference, but we encourage places such as your office, a quiet coffee shop or the library. It is also expected that the mentee will prepare and send the meeting agenda in advance. Depending on your goals, the agenda may be detailed or simply a brief email outlining discussion points.

## What if my mentoring partnership isn't working out?

The YPN Committee takes great pride in delivering good matches and providing an excellent experience to all our mentees and mentors. Despite our best efforts it is possible that a partnership is less than satisfactory because of availability conflicts, personality clashes or contrasting expectations. If that is the situation you encounter, please contact the mentoring coordinator who will do their best to resolve the matter. Because of the short duration of our program, we do hope that mentees or mentors will try their best to make the partnership work so that the desired outcomes can be gained.