

FAQ

Mentees



Why should I become a mentee?

It's a rewarding experience! By getting professional and personal development guidance, you are changing your life in more aspects than you can think of:

- When starting your career, having someone who can help to show you different paths can change the pace of your success
- A mentor can help identify the skills needed, set goals together and help you stay focused and on track
- A mentor can give you insights into professional development and help you strengthen your learning through different perspectives Intellectual stimulation and direction
- Expand your network both professional and personal

How do I know if I'd be a good mentee?

- You identify as one of the three profiles: The Newcomer, The Seeker or the The Entrepreneur
- You can commit to meet your mentor virtually for at least 3 hours per month over the next six months.
- You can attend the four group sessions
- You are willing to take action and ask questions
- You are passionate, dedicated, and want to share work/life experiences.
- You are open to your mentor working on one or more areas of your *5 Mys* (*My Style, My Career, My World, My Craft, My Life*).
- You're willing to be part of a larger diverse, and inclusive community of young professional women across Toronto.
- You share YWiB's core values: Growth, Community, Empowerment, Collaboration, and FUN!

5 Mys

- My Style: Assessing personal presentation, Communicating effectively, Influencing key partners.
- My Career: Planning career growth, Navigating goals & strategies, Noning organizational savviness.
- My Craft: Developing functional / technical skill, Innovating & achieving excellence)
- My Life: Maintaining work/life balance, Managing life changes, Dealing with competing demands)
- My World: Raising awareness, getting involved, being purpose-driven.

Maximize your potential & discover yourself through mentorship

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What do 'The Newcomer, The Seeker, and The Entrepreneur' mean in this context?

- The Newcomer: Recently moved to Toronto, and is resetting plans for professional and personal development.
- The Seeker: Reflecting on life-goals, shifting interests, and exploring what the world has to offer.
- The Entrepreneur: Building own success story through self-employment.

What are the group sessions about?

The four group sessions will bring together all mentees and mentors for networking and learning:

- SheMentors Matching Event (January 2021): Meet & Greet / Orientation session
- SheMentors Day (March 2021) : A full day of workshops tailored to meet the top needs of the mentees
- SheMentors Coaching Day (May 2021): A 1/2 day of coaching to fine tune and re-energize the mentorship journey
- SheMentors Graduation (July 2021): a celebration of your accomplishments!

How often should I meet with my mentor?

At a minimum, 3 hours per month are required. We suggest all meetings should be via Zoom or online to adhere to safety rules surrounding Covid-19. You and your mentor can decide on a schedule that suits your goals and shared availability.

How will I be matched with a mentor?

After the phone interview, you will receive 3 anonymous mentor profiles to choose from. If you choose each other, that'll be your match! You will then meet your mentor at the SheMentor Matching Day Event.

My schedule is quite busy at the time, what can I do?

We understand that life is busy and things happen. If you couldn't meet your mentor virtually that month, make sure to give you mentor a call and make it up in the next month! Additional missed meetings will need to be discussed with the YWiB team.

What guidance is provided for me as a mentee?

A SheMentors Program Toolkit will be provided both for you and your mentors. If you have any questions that are not included in the Toolkit, you are welcome to reach out to the program team anytime!

How will I know if I'm doing a good job as a mentee?

We will be sending out surveys during the program period to track feedback from both you and your mentor. We want to ensure that both of you are enjoying and learning from the mentorship.

Also, it would help us to provide the guidance needed to ensure everything goes smoothly and as planned.

What happens at the end of the six-month program? Can I continue my mentorship relationship?

The end of the program doesn't mean that it's the end of your mentorship between you and your mentor - the mentorship can develop to be a lifelong learning relationship!

Will the personal and professional information I share with my mentee be kept confidential?

Yes. All the personal and professional information will be shared between you and your mentee only. These details and more will be included in the contract that you sign at the matching day.

What's the Refund Policy?

The Mentee fee is non-refundable. If you are unsatisfied with your Mentor pairing, you may ask to be rematched up to 3 times upon consultation with the YWiB Team.

More questions? Contact us at SheMentors@YWiB.ca



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Why should I become a mentor?

It's a rewarding experience! By providing professional and personal development guidance, you are changing your mentee's life in more aspects than you can think of. Remember when you just started your career? Did you remember someone who helped you grow? Yes, now you can be that person!

- To give back to the community.
- Practice your leadership skills.
- Gain new perspectives and fresh ideas from your mentee.
- Strengthen the lessons that you've already learned.

How do I know if I'd be a good mentor?

- You have 7+ years of experience in leadership positions, and/or an entrepreneur with strong business acumen.
- You can commit to meet your mentor virtually for at least 3 hours per month over the next six months and can attend the four group sessions
- You are willing to share your industry knowledge and connections with a mentee.
- You're passionate, dedicated, want to share work/life experiences and understands of the needs of women at an earlier stage in their careers.
- Experience and commitment to working with and supporting BIPOC (Black, Indigenous and people of colour), women-identified individuals, trans, Two-Spirit, gender non-binary and non-conforming people and communities.
- You're able to work with any of our mentees (*The Newcomer, The Seeker, and the Entrepreneur*) on one or more areas of their 5 Mys (*My Style, My Career, My World, My Craft, My Life*).
- You're willing to be part of a larger diverse, and inclusive community of young professional women across Toronto.
- You share YWiB's core values: Growth, Community, Empowerment, Collaboration, and FUN!

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Can I be a mentor and a mentee during the same session?

Technically, you will be learning from your mentee also! The ideal mentorship that we encourage you to have is to learn from each other. Your mentee may have less professional experience than you, however, we believe that everyone has their own strengths and valuable things to offer. We encourage mentors to be humble, to listen to your mentees and be a 'mentee' while you provide mentor guidance.

Will the personal and professional information I share with my mentee be kept confidential?

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