



SheMentors Mentorship Program

-- FAQ --

Question: Why should I become a mentor?

Answer:

- 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.

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

Answer:

- You have a minimum 5+ years of experience in leadership positions, and/or an entrepreneur with strong business acumen.
- You can commit to meet your mentee in-person for at least 1 hour per month over the next six months. Also, you can attend the two 2 group sessions: one in August (the matching day) and one in October (Workshop Day).
- You are willing to share your industry knowledge and contacts with a mentee.
- You're passionate, dedicated, and wanting to share work/life experiences.
- 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 the same core values of YWiB Toronto: Growth, Community, Empowerment, Collaboration, and FUN!

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

Answer: They are three overall profiles of the mentees part of our program:

- 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.

Question: What are the 5 Mys (My Style, My Career, My World, My Craft, My Life)?

Answer: They are the areas a mentee may need help with:

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

Question: What are the groups sessions about?

Answer: The 2 group sessions will bring together all mentees and mentors for networking and learning. One will take place in late August (Matching Day), and another one in October (Workshop Day).

Question: How many hours a week are required?

Answer: Generally speaking, three hours per month are required. Minimum one-hour in-person meeting are required. That said, you and your mentee can decide on a schedule that suits both goals and availability.

Question: How often should I meet with my mentee?

Answer: As often as you can! We require a minimum one-hour in-person meeting every month, but the rest is completely up to you!

Question: How will I be matched with a mentee?

Answer: After the phone interview, once you are selected to become a mentor, the actual matching will happen in-person at the SheMentor Matching Day Event.

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

Answer: We understand that life is busy and things happen. If you couldn't meet your mentee in-person that month, make sure to give her a call (prefer video call) and make it up to her the next month!

Question: Will I have more than one mentee?

Answer: We are aiming to match 1:1 ratio; however, if you want to mentor more than one person, please let us know. To ensure the quality of the mentorship relationship, we don't want you to mentor more than three mentees at the same time.

Question: What guidance is provided for me as a mentor?

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

Question: How will I know if I'm doing a good job as a mentor?

Answer: We will be sending out surveys during the program period to track feedback from both you and your mentee. 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.

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

Answer: The end of the program doesn't mean that it's the end of your mentorship between you and your mentee. What we want to see is the mentorship can develop to be a life-long learning relationship!

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

Answer: 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.

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

Answer: 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.

Question: Do mentors get paid?

Answer: No, mentors are not paid. Giving back to the community willingly is something we are looking for. That said, both mentors and mentees can attend all of YWiB Toronto's events for free for the six-month period of the SheMentors mentoring program.

Question: Who should I reach out to if I have more questions?

Answer: Contact us at SheMentors@YWiB.ca !

Young Women in Business (YWiB) Toronto is an inclusive and diverse non-profit organization, dedicated to helping young women-identified individuals to succeed professionally and personally. We do this by empowering them with the knowledge, resources and support to reach their fullest potential; overcome barriers, and achieve success - on their own terms.