

# Colorado College Mentoring Program

## Frequently Asked Questions (FAQ)

### What is Mentoring?

Mentoring is a supportive, developmental relationship where a more experienced person (the mentor) guides, supports, and challenges a less experienced person (the mentee). At its best, it is:

- A partnership focused on growth and learning
- A space for honest reflection and encouragement
- A bridge to new networks, opportunities, and perspectives

### Who is a Mentor?

- An alum or parent who volunteers their time to help students grow academically, professionally, and personally
- Someone who offers perspective, advice, and encouragement
- A guide who shares real-world experience, both successes and challenges

### Who is a Mentee?

- A current Colorado College student ready to explore career pathways and expand their professional skills
- Someone who takes initiative in setting goals and engaging in conversation
- An active participant who is curious, open, and willing to learn

### Program Basics

- Three formal mentoring sessions are required.
- Matching is done by a program administrator using an algorithm that considers mentee interests, skills, and educational background.
- Mentees should schedule the first meeting (ideally within two weeks). If needed, mentors may reach out to get things started.
- Resources provided: Goal-setting worksheets, conversation prompts, and reflection exercises.
- Communication options: message and video call through the platform, or exchange phone numbers if you prefer. You can also sync your calendar and sign up for SMS notifications.
- After the program: You're welcome to continue the relationship beyond the formal end date.

## **What is Effective Communication in Mentoring?**

- Be proactive: Mentees should take the lead in scheduling; mentors should respond promptly.
- Be clear: Agree on preferred communication methods and response times.
- Be present: Treat meetings as professional appointments—be prepared, focused, and engaged.
- Be respectful: Listen actively, respect differences, and maintain confidentiality.

## **Possible Challenges & How to Overcome Them**

- Scheduling conflicts: Use shared calendars or set recurring times in advance.
- Uneven initiative: If a mentee is hesitant, mentors can nudge gently. If a mentor seems busy, mentees should politely follow up.
- Different communication styles: Talk openly about preferences (short emails, video calls, texts).
- Unclear goals: Use provided worksheets to set 1–2 concrete goals early on.

## **Benefits of Mentoring**

For Mentees:

- Access to career insights and professional advice
- Goal-setting support and accountability
- Expanded professional network
- Encouragement during career exploration

For Mentors:

- The chance to give back to the CC community
- Opportunity to strengthen coaching and leadership skills
- Renewed perspective through connecting with students
- Personal satisfaction in helping shape someone's future

## **Guidelines for Success**

- Commit to at least three meetings during the program timeline
- Come prepared with questions or updates at each meeting
- Set clear goals and revisit them regularly
- Respect time—be punctual and responsive
- Be open and authentic—share both achievements and challenges
- Use program resources to guide conversations

## **Ready to Get Started?**

Check your email and program dashboard for resources, discussion guides, and reminders. Remember: the most impactful mentoring relationships are built on trust, consistency, and openness to learning—on both sides.