



CAPIO Mentoring Program

What is mentoring?

The National Mentoring Resource Center defines mentoring as taking place between a young person or a person new to the profession (mentee) and an older or more experienced person (mentor) who acts in a non-professional capacity helping to provide support that benefits one or more areas of the mentee's development.

A key element of successful mentoring is taking time to talk about both successful and unsuccessful past experiences. When a mentor shares events from his or her past, the protégé can learn methods to improve their own chances of success and pitfalls to avoid in the future.

Why is mentoring important?

When a healthy relationship is established and maintained between mentors and mentees, a meaningful mentoring culture is established. This supports achievement and success. As mentees become more experienced, the relationship may evolve.



What are some topics/ideas I should discuss with my mentor?

While mentors and mentees spend quite a bit of time together with plenty of topics to discuss, there are catalysts and accelerant topics/activities that create energy in the mentoring experience, according to a 2015 study by Rik Nemanick.

The following mentor/mentee activities can be considered to develop a dialogue or expand knowledge:

- Reading assignments on a topic of interest to expand the knowledge of a mentee
- Informational interviews arranged by the mentor with someone in his or her network for the mentee
- Job shadowing arrangement for the mentee to shadow the mentor or another seasoned professional to learn through observation
- Education/training to help close knowledge gaps as well as shore up gaps holding the mentee back from his or her goals
- Stretch assignments for the mentee to take on in his or her current role to help extend learning





What are the phases of the mentoring relationship?

- **Initial Mentoring Relationship** - Meetings are focused on professional and/or academic advice with weekly or bi-weekly meetings. The relationship usually ends after the conclusion of the mentoring program.
- **Extended Mentoring Relationship** - Meetings are focused on professional and/or academic advice with weekly or bi-weekly meetings. The mentoring relationship continues for a year or two after graduation and evolves into a professional mentoring/coaching relationship.
- **Long-Term Mentoring Friendship** - Meetings are focused on professional and/or academic advice with weekly or bi-weekly meetings. The mentoring relationship continues for a year or two after graduation and evolves into a friendship with mentoring as part of the friendship.

How can I get the most out of CAPIO's mentoring program as a mentee or mentor?

- Be proactive in reaching out to your mentor/mentee and available in a time of need and respond quickly.
- Provide leads for opportunities. These opportunities may be job leads, additional support and training or an opportunity to serve on a committee and/or board.
- Embrace and celebrate diversity.
- Celebrate big and small victories.
- Communicate honestly with support and confidence.
- Teach mentees to become mentors who can encourage others to establish an inclusive, mentoring culture.
- Allow the relationship to change and evolve from a strict mentorship to a friendship with mentoring at the center of it.



This information was provided by Dr. Mary Ann Pearson for CAPIO use only.

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Dr. Pearson holds a doctorate in educational leadership from La Sierra University as well as a masters in education and bachelors in liberal studies from Cal Baptist University. She also has her Accreditation in Public Relations.