

PROTÉGÉ

Communicate your Intentions

Being a protégé is a wonderful opportunity to learn relevant skills from an older, more experienced individual. It assists you in meeting your personal and professional goals and creates a mutually-beneficial networking relationship down the road. Often college students and early professionals are apprehensive of the real world and starting a career. Being a part of Mentor Match can relieve some stress by answering your questions, talking through concerns and providing you the resources needed to meet your goals and needs.

Throughout this mentorship, you and your mentor will have shared responsibility. While the mentor will be doing a majority of the talking during the meetings, it is your responsibility to provide your mentor with the topics and information you would like to discuss. A list of potential topics and questions are provided for you under the Mentor Match Overview (<http://community.shapeamerica.org/mentornav/mentoring>) section of Exchange or in the All Member Forum library folder entitled Mentor Match (<http://community.shapeamerica.org/communities/community-home/librarydocuments?communitykey=da7be482-89fc-4dfb-afe3-b1c5fc22607f&tab=librarydocuments&defaultview=folder&libraryfolderkey=1ee614d6-0ed4-4d15-81a1-b1b98b68acac>), however you are not limited to these examples. You are the *owner* of this relationship. Communicate with your mentor about what you want out of this experience.

Recognize that mentors are *not* there to teach or coach you. Rather, they are there to support your career development, help you gain insight into your strengths and weaknesses, and supply you the resources and knowledge necessary to enhance your professional development. Mentors will guide and support you through the entire mentorship, but it up to you to act upon what is discussed.

Being a protégé should not be intimidating but rather an exciting and helpful way to learn about yourself and your future.

Define the Structure

SHAPE America provides rolling enrollment in Mentor Match through Exchange to allow mentors and protégés to define a relationship timeframe that works best for them. SHAPE America also recommends mentorship run for a period of 9 months and that each protégé meets with his/her mentor on a consistent basis. Methods of communication include but are not limited to:

- Email (once per week)
- Skype (once every two or three weeks for 30 minutes to an hour)
- Phone (once every two or three weeks for 30 minutes to an hour)



- Texting (once per week)
- Face-to-Face (once per month for an hour)
**If you and your mentor so choose, your last meeting can be at National Convention

It is important to note that these are just our recommendations. Every mentorship is unique, and it up to both you and your mentor to develop a system that works.

SHAPE America will provide a brief online survey at two-months to check-in as well as an exit survey. Please fill these out so we can get an idea of how your relationship and Mentor Match are going. Both of these surveys will be brief and separate from your mentor.

Strategies for Success

- Mentors are not going to come to you. Take the initiative and search for potential matches in the Mentor Directory (<http://community.shapeamerica.org/mentornav/findmentor>). This directory can be found in the Mentoring drop down menu in Exchange as well.
- When you send an invitation to your potential mentor(s), tell him/her about your educational and professional interests and provide a brief description of the questions and advice you'll be looking for during the mentorship. If both you and the mentor seem to be a good match, the mentor will set up an initial "discovery call." Refer to the Mentor Match Overview (<http://community.shapeamerica.org/mentornav/mentoring>) section of Exchange or the All Member Forum library folder entitled Mentor Match (<http://community.shapeamerica.org/communities/community-home/librarydocuments?communitykey=da7be482-89fc-4dfb-afe3-b1c5fc22607f&tab=librarydocuments&defaultview=folder&libraryfolderkey=1ee614d6-0ed4-4d15-81a1-b1b98b68acac>) for a sample of the Discovery Call outline.
- Prior to your first meeting, review the PROTÉGÉ SELF-HELP TOPICS AND QUESTIONS document to help identify areas of strength and challenge as well as topic areas in which you wish to dive deeper. This document can be found under the Mentor Match Overview (<http://community.shapeamerica.org/mentornav/mentoring>) section of Exchange or in the All Member Forum library folder entitled Mentor Match (<http://community.shapeamerica.org/communities/community-home/librarydocuments?communitykey=da7be482-89fc-4dfb-afe3-b1c5fc22607f&tab=librarydocuments&defaultview=folder&libraryfolderkey=1ee614d6-0ed4-4d15-81a1-b1b98b68acac>). Doing so will help your mentor gain a better understanding of who you are and what you will need during the mentorship. In addition, consider talking to your mentor about completing mini assignments/researching questions



in-between meetings. Assignments should never be long and burdensome but rather a way for you to enhance your personal and professional development.

- It is your responsibility as a protégé to send your mentor an agenda a week prior to every meeting. This way your mentor can gather his/her thoughts and resources for the meeting.
- During meetings, you should log conversations and share your notes with your mentor. This way your mentor can see what you're focused on in the conversation and confirm you understand everything he/she is saying. If anything is ever unclear, don't be afraid to correct the misunderstanding.
- Expect advice and support from your mentor, not answers to your problems. As a protégé, it is your job to arrive at your own solutions. Mentors are there to listen, offer feedback, and provide you with resources as stepping stones to meeting your goals.
- As a protégé, you should be open to learning new things, be responsive to advice and suggestions, and value different perspectives. Your mentor has taken on the added responsibility of mentoring, so be appreciate of his/her time and ideas.
- The relationship you and your mentor share should be valuable and honest. If you don't know something or feel uncomfortable about a discussion, share that with your mentor.