

Ideas for Mentoring Program Activities

Both protégé and mentor review their resume/curriculum vitae with each other to create a foundation of what they have done, where they have been and where they would like to go.

Take your favorite personality or behavioral assessment with your protégé/mentor to learn how best to work and communicate with each other.

Attend a professional meeting together and introduce protégé/mentor to other professionals in the field.

Schedule lunch or coffee to discuss what's going well, what's not going well and ways to move forward at work.

Include the protégé/mentor in one of your meetings or conference call as appropriate and discuss with them some of the tasks you are currently working on to help them understand your role better.

Provide your protégé/mentor with a one-on-one training session of a presentation that you have recently given/put together and provide feedback.

Schedule lunch or a meeting with protégé/mentor and several other professionals in your field to discuss everyday challenges you may encounter in your work.

Attend a training program, conference or lecture series together.

Review protégé's resume and offer suggestions for improvement.

Read a book (or specific chapters) and talk about it together.

Sign up to complete a volunteer activity together.

Set goals with your protégé/mentor or develop an action plan to ensure your meetings stay on track.

Role play how to address a particularly challenging situation your protégé/mentor may be having.

Create a vision statement with your protégé/mentor that captures where s/he wants to be in five years and what s/he wants to be known for; review and discuss together.

Talk about the types of people you find most difficult to work with and discuss strategies for more effective interactions with them.

Ask your protégé/mentor to share their biggest weaknesses and figure out ways to strengthen skills in these areas.

Review organizational charts to help the protégé/mentor understand who fits where.

Describe the most challenging moment in your career and how you handled it.

Learn a new computer application or workflow together by having a colleague give you both a tutorial.

Share career stories. Stories could include the beginning of your career, changes you made along the way, or high and low points during your career. You may want to discuss experiences that were helpful although you may not have realized them at the time they were occurring.

Discuss your personal vision by answering the following question: What would you like to be remembered for over the next few years?

Exchange and discuss potentially useful articles.

Invite protégé or mentor to a presentation you are delivering and debrief afterwards or at your next session.

Talk about mentors or role models each of you has had in the past and how they impacted your life or career.

Attend a Pace University event together (Town Hall Meeting, Holiday Party, etc.). Discuss the following question: What keeps you up at night regarding your position?

Discuss some of the “unwritten rules” each of you has observed or learned about success in the workplace. How are these different from other places you have worked and what lessons have you learned?