

The Mentor Match program aims to foster meaningful connections and professional growth. The plan below outlines a framework for mentors and mentees to engage in productive discussions around key career development topics. Using this as a foundation, we encourage you to adapt and personalize this plan according to the mentee's unique situation and goals.

## Month 1 – Get to Know Each Other & Setting Goals

### Questions for Mentor to ask Mentee

- What does success look like to you?
- When you look 5 years ahead, what do you want to see different than where you are now?
- What are your career goals – short-term and long-term?
- What do you feel is standing in the way of you achieving those goals?
- Why did you search for a mentor?
- What do you hope to learn from a mentor?

### Questions for Mentee to ask Mentor

- Why did you decide to be a mentor?
- Did you have a mentor yourself? If so, how did they help you?
- What is the best piece of advice you ever received?
- Refine mentee's goals
- Academic or practitioner path?
- The challenge of switching paths
- How to decide on a research topic
- Finding research partners



## Month 2 – Skill Building

- Identify the skills and competencies essential for your intended career
- Discuss strategies for acquiring and honing these skills
- Explore opportunities for training / workshops / conferences to learn these skills
- Share resources that align with these goals



## Month 3 – The Most Important Skill of All – Networking!

- Improving networking skills
- Presentation skills
- How to explain your work to those outside of your department
- Importance of social media
- Encourage introductions to relevant contacts within each other's networks



## Month 4 – Getting the Job & Advancing

- Building a resume
- Improving interview skills
- Developing leadership skills
- Explore paths for advancement
- Discuss strategies for transitioning between roles)



## Month 5 – Balance & Overcoming Challenges

- Time Management Skills
- Balancing work and family responsibilities
- Share stories of challenges faced and how you overcame them
- Discuss resilience, adaptability, and growth mindset
- Discuss strategies for handling workplace conflicts