



National Organization of
Blacks in Dietetics and
Nutrition



MENTEE GUIDE

NOBIDAN MENTORSHIP PROGRAM

January 2019

Dear Mentee,

Welcome to NOBIDAN's Mentorship Program. As Black dietitians and aspiring dietitians, we represent a small proportion of the dietetics field. Mentorship is a key component of professional development and growth and an opportunity to learn from other dietitians in the field.

Since its inception in the 1980s, informal mentorship relationships have formed among seasoned and experienced NOBIDAN members with young dietitians and those still completing their dietetic internships. The launch of the mentorship program is a way to solidify these mentor/mentee relationships and establish new ones to support the new cadre of inspired, young Black dietitians.

This brief guide includes guidance for the first session with your mentor and future sessions as well as tips for nurturing a strong mentor/mentee relationship.

Expectations of the mentee include:

- Meet (in person or virtually) with mentor **at least 4 times** during the mentor/mentee relationship
- Develop realistic professional goals to discuss with mentor
- Initiate communication with mentor as needed and as agreed upon in the initial session.

In the matching process, we tried matching you with a mentor that aligned with your area(s) of interest (if specified) to optimize the benefits of the relationship. If you have any concerns, please do not hesitate to reach out to the Mentorship Committee Chair.

Oprah Winfrey once said that “A mentor is someone who allows you to see hope inside yourself.”

Welcome again to the program! Here's to continuing to grow as a nutrition professional and meeting your professional goals.

Sincerely,

NOBIDAN's Mentorship Committee

OVERALL GUIDANCE

While some of you may have already had several mentors throughout your academic and professional careers, others may be new to the mentor/mentee relationship. Mentoring can be defined in many ways, but generally, it is considered a process for a subject matter expert to share wisdom and help to develop a less experienced person. Mentors can provide support and advice for their mentees, direction in their mentees' career and academic progress, motivation and inspiration, as well as help with goal setting.



If you were to speak to many successful leaders or professionals, they often attribute their success to the guidance of mentors and more experienced professionals that came before them.

Joining NOBIDAN's Mentorship Program is a way to enhance your career trajectory. Below are additional ideas and tips to expand and uplift your career.

1. The Dietetics field is expanding rapidly and there is an area of everyone -- from the traditional practice areas such as clinical and food service management, to more technical areas like oncology and renal. Others find their niche in creative specialties like marketing and content creation.
2. Never force yourself to do something that does not bring you joy because your talents could be utilized somewhere else
3. You are trained well, so stand in your knowledge. Do not let anyone make you doubt your knowledge.
4. We are part of the team. Make sure you hold your weight, and also seek help where needed.
5. Never be afraid to move to seek a new opportunity.

1ST Session Guidance: Introductions

Before the session begins we have a little personal work to do so that you can get the most out of your session.

1. The pre-work

- a. Please review, update, and send your resume to your mentor. If you don't have one, that is perfectly okay. Your mentor can work with you to create and perfect a resume that will win every time.
- b. Your mentor will also send over their resume, please read over it and form some questions that you can ask them about their experiences and career.
- c. Think about where you are in your career or academic life and where you are looking to go.
 - i. Brain storm and write down what comes to your mind, this way you can start to put together your ideas and thoughts about your career.
 - ii. Write down questions and ideas that you have about the dietetics profession

2. Introductions

- a. Work on your elevator speech, by filling in the following
 - i. My name is _____ and I am a _____ and I specialize in or I am studying _____ and I am looking to _____.
Thank you for your time.
- b. Be able to state what you are looking to get out of the relationship and how your mentor can help you develop in to who it is that you would like to be.

3. Schedule

- a. Let's be able to set the time frame that works best for the both of you.
 - i. Note how often
 1. How many time a month
 2. What days
 3. What time
 4. Time zone

4. Follow-up

- a. Send a follow-up thank you email to your mentor to show appreciation for their time and guidance.
- b. Include in the follow-up email 2-3 key take-away points

2nd Session (and beyond) Guidance: Goal Setting and Monitoring

The 2nd session will focus on goal setting with you and your mentor based on where you are in your career and academics. The future sessions (3rd, 4th and beyond) will consequently revolve around helping you track the progress on your goals as well as other issues you would like to discuss with your mentor.

Goals that you establish should follow the SMART goal format.

This means the goals are:

- **Specific** – Goals describe what you want to achieve and identify specific actions you will take to meet the goals
- **Measurable** – You describe how you will know you have met the goal
- **Agreed upon and Accepted** – You and your coach/mentor agree that the goals are appropriate
- **Realistic** – The goals are within your reach and can be achieved given, your skills, ability and knowledge and expected level of support
- **Time-bound** – The goals have a definite start and end date.

Smart Goal Examples:

“I will revise my resume by March 30.”

“I will network with 3 new nutrition professionals in the next 6 months.”

“I will complete my personal website within the next 6 months”