

HOW TO BECOME THE MOST EFFECTIVE MENTEE



Mentoring is a process in which an experienced individual (a mentor) helps another person (a mentee) develop their goals and skills through a series of one-on-one conversations and other learning activities. As a mentee, you will have the opportunity to benefit from your mentor's insights and experiences, get first-hand practice interacting in a professional workplace setting, and deepen your skills and thinking.

Understand what you want out of this mentoring experience: Identify some goals for your professional development, and let your mentor know what these goals are. Advocate for yourself, ask questions, and, just as importantly, be ready to listen and learn.

Understand the workplace culture: As you come into a new work environment, behave like a guest. Be respectful and kind as you learn more about your role and your mentor's expectations for you.

Be open and inclusive in your actions and your words: Practice cultural humility. This means seeing everyone as an equal with their own set of strengths, voice, and contributions to make. Be ready to listen and learn from all others just as you would have them listen and learn from you.

Practice professionalism: This is a work placement, so communicate effectively. Know how to contact your mentor if you're running late, not feeling well, or asking a question outside of your usual internship hours.

Understand the workplace procedures: Be clear on your role and responsibilities: what you are expected to do and not to do, how you are to document your time, and what to do in case of an emergency.

Be curious and enjoy learning about a career in behavioral health: Ask questions. Find out what your mentor's career path looked like. What education and certifications do they have or want? Find out what they wished they knew when they first started working.

