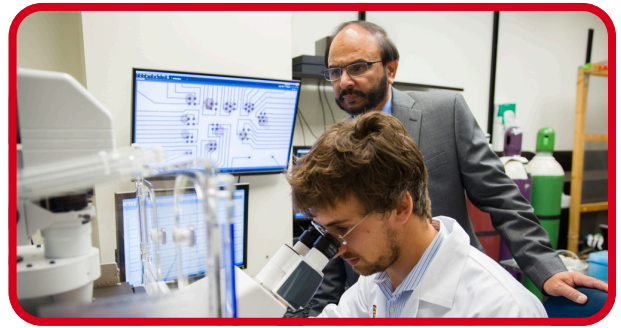


MENTORING AT UCALGARY



Why Mentoring Matters. It strengthens learning, connection, and career growth. It creates space for mentees to explore goals, build confidence, and reflect on their path with someone who brings experience and perspective. Strong mentoring relationships foster belonging, support development, and enrich our campus community.

What Mentoring Is and Is Not

Mentoring is a trust-based, developmental relationship guided by the mentee's goals.



Mentoring is:

- Supportive conversation
- Experience sharing
- Perspective taking
- Space for reflection and growth



Mentoring is NOT:

- Performance management
- Day-to-day supervision or task coaching
- Providing solutions or having all the answers

Your Role as a Mentor

As a mentor, you contribute through curiosity, openness, and experience.



You...

- Listen to understand
- Build trust and rapport
- Share stories, insights, and perspectives
- Ask thoughtful questions
- Encourage reflection and clarity

Your role is to support—not direct—the mentee's decisions or actions.

What Makes Mentoring Effective

Effective mentoring relationships are grounded in:

- Genuine interest and presence
- Respect for confidentiality and boundaries
- Thoughtful, open-ended questioning
- Honest, supportive sharing
- Consistency and follow-through

Mentoring works best when both people actively contribute to the relationship.

A Simple Conversation Framework

Use this flow to guide mentoring conversations:

1. **Connect:** Build rapport and check in.
2. **Focus:** Ask what the mentee wants to explore today.
3. **Explore:** Listen, ask questions, and share relevant experiences.
4. **Make meaning:** Reflect together on insights or themes.
5. **Next steps:** Identify one learning, action, or idea to carry forward.

Go-to mentor questions:

- What are you curious about right now?
- What does success look like for you?
- What experiences are helping you learn the most?
- What support would be most helpful at this stage?