

BRISTOL

COMMUNITY COLLEGE

Bristol Mentoring Network

Expectations for Mentors

- This program is meant to foster a professional relationship for a Bristol student who is interested in your field. Our hope is for mentors to act as a resource to mentees to ask questions and learn about the industry/path they hope to pursue.
- This is **not** meant as a job placement relationship, and mentees should not ask for nor expect an interview or job offer with your employer.
- This is also **not** an internship – mentees should not be expected to perform any work as part of this relationship.
- We expect mentors and mentees to meet **3-4 times per semester**, though more meetings would be fine.
- Meetings may be held virtually or in person. If meeting in person, choose a public location, such as a Bristol campus. We ask that you attempt to accommodate the student as much as possible, as many students do not have access to reliable transportation, or other barriers that may make meeting in person a challenge.
- Meetings should last 45 minutes to 1 hour. We ask that you respect the mentee's time.
- Mentors and mentees are committing to this pairing for **one academic year**. If you and your mentee mutually choose to stay in touch beyond this, that is completely fine.
- Mentees are expected to initiate outreach for meetings, at least for the first meeting. We will provide your information to the mentee, but not vice versa. This protects students' privacy, giving them control over how much of their information is shared.
- Mentees are expected to conduct themselves professionally – responding to communications in a timely manner, showing up for all meetings, etc. However, many mentees have little or no professional experience, are facing various pressures, and may not understand proper professional etiquette. We ask that mentors not take any potential challenges personally, and approach these situations with patience and grace. We expect that mentors will gently help students improve their professional skills.