



Emerging Professionals
& College Outreach
Committee

Mentee Expectations

Overview

A mentee is an individual who is advised, trained, or counseled by a mentor. The relationship allows the learner to build skills and knowledge while attaining his/her development goals. This relationship is based on accountability to one another, respectful and confidential communication, and the free sharing of thoughts, opinions, ideas, experiences, techniques and learning.

Essential Expectations

- Be respectful of the mentors time and place of employment.
- Meet with mentor once a month for a six-month period.
- Participate in the talking points assigned each month.
- Provide a copy of your resume to mentor.
- Follow individual organizational policies.

Requirements

- Must be an active member of CISHRM.
- Actively participate and support local chapter events.
- Currently serve in an HR role.
- Assist in the development a Mentoring Agreement that is reasonable for both parties and includes:
 - Predetermined dates and times of monthly sessions
 - Length of monthly sessions
 - Means of communication between sessions
 - Professional appearance expectations
 - Goal setting
 - Establish development activities
- Complete monthly surveys to alert the Committee if the relationship is not working.
- Provide a testimonial at the conclusion of the program.

Benefits for Mentees

- Have a sounding board for testing ideas and plans.
- Gain support in the transition to a new role.
- Identify long-term professional development needs.
- Expand personal network.
- Develop a meaningful professional relationship.
- Enhance opportunities for career advancement.
- Increase self-awareness and self-discipline.