

McGill Women's Mentorship Program

Frequently asked questions

Question	Answer
How many mentor-mentee pairings are there in the program?	<ul style="list-style-type: none"> > For each mentorship cycle we aim to match as many pairs as possible of mentors and mentees, pending a fit between mentor/mentee experience and goals.
How long does the mentorship program run for?	<ul style="list-style-type: none"> > The mentorship program runs for a period of six months, from January to June.
As a mentee, how can I make the most of the mentorship program?	<p>The McGill Women's Alumnae Association (MWAA) recommendations are to:</p> <ul style="list-style-type: none"> > Practice self-reflection throughout your mentorship. > Establish topics/areas of focus in an introductory meeting to help guide the mentorship and set realistic expectations for both parties. > Use the time between sessions to process the information received during your previous discussion. > Throughout your mentorship, take notes on how you're doing and what's changed and report back to your mentor. > Between sessions, keep track of questions you may have for your mentor and note anything that's preoccupying you. Discuss these topics at your upcoming meeting. > Keep an active line of communication. > Maintain mutual respect at all times.
As a mentor, should I ask my mentee to identify short-term and long-term goals?	<ul style="list-style-type: none"> > Mentors and mentees are advised to follow the first-meeting checklist to introduce goal conversations early in the mentorship. The document includes items related to sharing goals and expectations for the mentorship, as well as agreeing on ways of working together. Mentors are, however, encouraged to work collaboratively with mentees who do not have set goals or expectations to explore creating objectives together. > Some helpful points of discussion include what interested mentees about the mentorship and which areas of their lives and careers they wish to grow in. > By the second meeting, mentor and mentee pairs should have a goal(s) in mind for the mentorship, so that the mentor can guide the mentee appropriately.
How often should mentees and mentors connect?	<p>Discuss how often you want to connect early on with your mentor/mentee.</p> <ul style="list-style-type: none"> > A good starting point is a monthly meeting, whether virtual or in-person. You can adjust accordingly if you find that schedule is too frequent or infrequent. > Please be courteous when making meeting arrangements and be respectful of each other's time by being punctual and offering ample notice if you need to cancel or reschedule.

<p>What support does the MWAA provide?</p>	<ul style="list-style-type: none"> > The MWAA provides the initial mentorship pairing and resources to help kick off the mentorship, as well as a mentorship toolkit to help guide you through the program. Monthly touchpoints with participants offer further resources such as conversation-starter content on leadership. > Participants get invitations to MWAA events throughout the year as well as access to McGillConnect, where they can engage with other mentorship participants and members of the global McGill community. > Additionally, you can reach out to the MWAA mentorship lead for support or with any concerns regarding your mentorship at any time during the program.
<p>What social etiquette is expected between mentors and mentees?</p>	<ul style="list-style-type: none"> > Mentors and mentees should always be respectful of each other. Respect each other's time as much as you respect your own. Be explicit about your intentions for the mentorship and what your boundaries are. > Participants should strive to be polite, reliable, punctual, considerate, and courteous in all interactions.
<p>Does the mentorship include a job placement?</p>	<ul style="list-style-type: none"> > The mentorship program is designed to offer support and guidance, but it is not a work placement program. Mentors are not expected to offer or facilitate employment or provide monetary support at any time. They are helpful resources offering career guidance and support. > Be realistic in your expectations and focus on building a relationship, not obtaining a particular kind of insider advantage from the mentor.