

Rams First Mentoring Program

Mentor-Mentee Resource Guide

proud to be a
TxWes Ram family!



Motivation



Success



Fun



Support



Advice



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Welcome to the Rams First Mentoring Program. We are thrilled you are part of the program as either a mentor or mentee.

This guide is a great resource in how to navigate a mentor/mentee relationship

If you need assistance, please do not hesitate to reach out to Tamika Johnson (tajohnson2@txwes.edu) or Christopher Ohan (cohan@txwes.edu).



The Rams First Mentoring Program was created to support TxWES students by connecting them to faculty and staff. Mentors can bring in a fresh perspective, normalize struggles, help new first-year students, and current students navigate through their academic and professional endeavors, ask the hard questions, and serve as a source of inspiration and support.

If you have questions or feedback about your experience regarding the Rams First Mentoring Program, contact Rams First Advisor.

Mentorship

Mentorships may provide:

- Time and attention
- (Emotional) support
- Advice, direction
- Information resource
- Role models/inspiration
- New connections
- Navigate a new experience
- Access to opportunities
- Boost your confidence
- Goal setting
- and more...



Mentorship – What are the benefits?

As a Mentee

- Being able to change/achieve your goals more quickly and effectively than working alone
- Building a network of expertise to draw on can benefit both yourself and others
- Developing strategies for dealing with personal and academic issues
- Increase your confidence
- Learn from the experience of others

As a Mentor

- Mentoring is voluntary but extremely rewarding
- Can benefit your own skill development and career progression
- Seeing your mentee succeed and grow both professionally and personally

The Introductory Meeting

Navigating the Mentorship Experience



Once paired it is important to set up an introductory meeting within two weeks of being matched to get the process started. Mutually decide what is the best method of communication for the first introductory meeting in person, phone, or online (e.g., Teams/Zoom).

Initial Meeting

Suggested questions to ask during initial meeting (both mentee & mentor).

- What are your expectations and goals from each other during this interaction?
- How method of communication works best for you (text, emails, in person, phone, teams, etc.)?
- How often should we meet?
- How has your background helped you to this day?
- How much notice should be given if we need to cancel a meeting? If we do need to cancel a meeting, how should we contact one another?

Navigating a Failed Mentorship Relationship

Reasons for a Failed Mentorship Relationship

- Poor communication
- Lack of open communication and/or failure to communicate tactfully
- Inability to listen
- Lack of commitment
- Personality differences
- Conflict of interests

What Happens if a Mentor/Mentee Pairing Loses Contact or is Not a Good Fit?

- This happens sometimes, but it best to address the issue early on than leave someone hanging or unresponsive. Life sometimes becomes busy, and a mentor/mentee may become limited with the time and attention that a mentorship needs.
- Discussing early on how to address if a mentor/mentee relationship is not working, will help alleviate the pressure when/if it is time to make a decision.
- If a mentor or mentee is feeling trapped and is seeking advice on how to end a mentorship relationship, please email Tamika Johnson, Rams First Advisor.

Tips for Mentors

- Hold your mentee accountable for action items
 - Tell your story in how you got to be where you are today
 - Share your success and failures
 - Do not assume anything about your mentee
 - Celebrate their achievements big and small
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Tips for Mentees

- Nurture your mentorship relationship
 - Follow up with mentors
 - Communicate and let your mentor know your professional goals
 - You do not always have to follow a mentor's advice but listen to it and evaluate if it is best for you.
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Tips for making the most out of the mentorship

- Understand that you contribute to the relationship
- Be prepared and personable
- Build trust
- Be worth the time and energy
- Practice active listening
- Know what you want and ask for what you need
- Take action on the advice
- Show gratitude, honesty, and respect
- Add value to the mentee/mentor relationship

