

**MISSION:**

Our Mentor Program hopes to foster a close, lifetime relationship between the Mentor and Mentee and create a Cristo Rey alumni community where mentors and mentees build strong relationships that will impact mentee's lives in a positive matter after graduating from Cristo Rey.

EXPECTATION:**Mentor / Mentee**

Mentors and mentees must commit to at least one full year to the program. The goal is for mentors and mentees at least two workshops/events and two networking events, with the hope that you will continue the relationship with your Mentee through their four years of college and beyond.

GETTING STARTED:

To get started as a mentor:

- Introduce yourself and get to know your mentee. Mention personal, career, and education interests;
- Explore interests with mentee by asking questions, promoting discussion, and providing resources (especially those accessible on the Internet).
- Facilitate contact between students and people with shared interests or resources (e.g., professors, professionals).
- Encourage participation in our program's on-site events. Mentor-mentee relationships benefit from face-to-face contact!
- Remember that developing meaningful relationships takes time. Give yourself and your mentee ample room to get to know each other.

ADDITIONAL RESOURCES

For questions about your involvement in the Cristo Rey Mentoring program, contact alumnimentoring@crstorey.net



KEY MENTORING SKILLS:

1. Listening Actively

Active listening is the most basic skill you will use throughout your relationship. Active listening not only establishes rapport but creates a positive, accepting environment that permits open communication. By listening actively, you will understand your mentor/mentee interests and needs.

2. Building Trust

Trust is built over time. You will increase trust by keeping your conversations and other communications with your mentee confidential, honoring your scheduled meetings and calls, consistently showing interest and support, and by being honest with your mentee.

3. Determining Goals and Building Capacity

As a role model, you should have your own career and personal goals and share these, when appropriate, with your mentee. It is also likely that he/she will ask you how you set and achieved your own goals. In addition, you can help your mentee identify and achieve his or her career and personal goals. Examples can be:

- Assisting him or her with finding resources such as people, books, articles, tools and web-based information;
- Imparting knowledge and skills by explaining, giving useful examples, demonstrating processes, and asking thought-provoking questions;
- Helping him or her gain broader perspectives of his or her responsibilities and organization; and
- Discussing actions you have taken in your career and explaining your rationale.

For mentees, it is important to know what you need help with and what you want to gain from the relationship. It is important to have open communication with your mentor in order for the relationship to build to best help you.

4. Encouraging and Inspiring

There are many ways to encourage and inspire your mentee. Try some of these:

- Comment favorably on his/her accomplishments
- Communicate your belief in his or her capacity to grow personally and professionally and reach his/her goals
- Describe experiences, mistakes, and successes you or others have encountered on the road to achieving your goals.