

# NFBPA Mentorship Program

The NFBPA Mentorship Program is a 6-month Mentorship designed to provide guidance and support to the mentee in order to grow and develop professionally or personally. The foundation of this mentoring relationship is based upon trust and mutual respect from both mentor and mentee as both will benefit from the experience.

If you are interested in being a Mentee, please complete this [Google Survey](#) so we can match you with an ideal Mentor.

## Mentor

The Mentor is a person who serves as a coach, confidant and role model by building trust and modeling a positive behavior. As a trusted advisor, the Mentor will share her/his experiential knowledge and challenge the Mentee to engage in identifying the course of action they need to take in regards to their own development. The role of a Mentor is to be an active listener, dependable, accessible and have a desire to help others develop.

### Responsibilities of a Mentor

- Take personal interest to help the Mentee advance his/her career path
- Serves as a role model, confidant and coach
- Offer experiential knowledge and wisdom to the Mentee
- Provide access to networking opportunities
- Assist Mentee to develop action plans to achieve her/his goals

## Mentee

The Mentee is the person who is advised, coached and guided by the Mentor.

### Responsibilities of a Mentee

- Develop trust
- Set realistic goals and take responsibility for their own learning success
- Come to meetings with a prepared agenda and/or desired goals
- Actively participate

## Benefits of a Mentee

- Increase confidence, self-awareness, individualized development and support
- Expand professional and personal knowledge and experience
- Expand thought patterns and experiences
- Receive insight on organizational behavior and culture
- Receive forward feedback to avoid pitfalls

## Mentor Program Expectations

Mentors	Mentees
Meet as often as your schedule permits	Meet as often as your schedule permits
Honor commitments made	Honor commitments made
Work out minor relationship concerns	Work out minor relationship concerns
Provide help by answering questions	Be sure to ask questions
Be a sounding board for mentee's career development	Take initiative to drive your career development and planning
Elicit Feedback	Be interested in getting forward feedback
Provide suggestions and advice on goals	Ask for suggestions and relatively apply
Be a catalyst to develop mentee network	Elicit advice to develop mentorships
Evaluate relationship at various phases	Evaluate relationship at various phases

# Three Step Mentoring Process

