

How you can benefit from participating in a Mentoring Program.

Benefits of mentoring for the mentor:

- Renews enthusiasm
- Obtains a greater understanding of the barriers experienced at low levels of the organization
- Enhances skills in coaching, counseling, listening, and modeling
- Develops and practices a more personal style of leadership
- Demonstrates expertise and shares knowledge
- Increases generational awareness

Benefits of mentoring for the mentee:

- Gains sharper focus on what is needed to grow professionally
- Furthers development as a professional in a higher-level position
- Gains capacity to translate values and strategies into productive actions
- Complements ongoing formal study and/or training and development activities
- Gains career development opportunities
- Gets assistance with ideas and honest feedback
- Demonstrates strengths and explores potential
- Increases career networks and receives greater agency exposure
- Improves ability to express expectations, goals, and concerns
- Receives knowledge of organizational culture

Take the steps and let FEW help you become the outstanding leader you want to be and soar into your future!

THE SUCCESS OF MENTORING



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Federally Employed Women's Mentoring Program allows for a “get and give” experience with the goal of providing a rich and rewarding experience for both the mentee and mentor. Since our inception, FEW has built strong foundational relationships to coach employees into career growth. The Mentoring Program creates a safe and solemn environment for ongoing dialog between our members and other members as well as subject matter experts in various fields to bridge any gaps in both skills and knowledge. In addition, it provides professional development for aspiring leaders to personally grow in the acumen of their choice.

FEW offers two opportunities for our members to formally participate in mentoring.

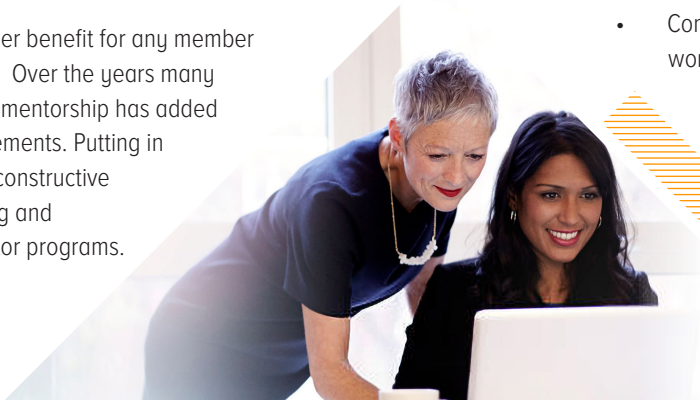
The first is:

- Applying and receiving acceptance in a 1-year program. The program pairs you with a senior leader within the federal government. Along with the pairing, there are focused area requirements and learning objectives that must be completed to get the full benefit of the program. Participants receive additional development through webinars, speakers, and completion of a team project.

The second:

- Apply to the Shadowing Program at the National Training Programs (NTP). National Board of Director members serve as speed mentors for a day. During this experience, you will shadow a board member to learn the inner workings of FEW, Board members' careers, insights into working on the Board, networking with like-minded members, and knowledge-sharing for your own career.

FEW's Mentoring Program is seen as a member benefit for any member regardless of federal rank or level of service. Over the years many have provided personal testimony as to how mentorship has added to their career development and life enhancements. Putting in the work and commitment by being open to constructive guidance, setting aside the time for the dialog and assignments is key to the success of all mentor programs. FEW mentorship programs are no different.



Responsibilities – **Mentor:**

- Meet with your mentee and engage in mentoring activities
- Willingly share your experience and professional success in the organization
- Explain your involvement with FEW and mentoring
- Support the organization's mission, vision, and goals
- Look for experiences that will stretch the mentee (i.e., shadowing during meetings, suggested readings, etc.)
- Stay accessible, committed, and engaged during the length of the program
- Provide open and candid feedback
- Offer encouragement through genuine positive reinforcement
- Be a positive role model
- Share “lessons learned” from their own experiences
- Be a resource and a sounding board. Listen well.
- Keep your conversations confidential

Responsibilities – **Mentee:**

- Meet with your mentor each month and engage in mentoring activities
- Be proactive about contacting your mentor and scheduling meetings
- Commit to self-development
- Assume responsibility for acquiring or improving skills and knowledge
- Discuss individual development planning with the mentor
- Be open and honest on goals, expectations, challenges, and concerns so others can help you
- Prepare for meetings and come with an agenda
- Actively listen and ask questions
- Seek advice, opinion, feedback, and direction from the mentor
- Be receptive to constructive criticism/feedback as well as ask for it
- Keep your conversations confidential
- Respect the mentor's time and resources
- Stay accessible, committed, and engaged during the length of the program
- Comfortably give feedback to the mentor on what is working or not working in the mentoring relationship

