



## **Benefits of Being a Mentor and Frequently Asked Questions**

- Enhanced leadership and coaching skills
- Improved intercultural competence
- Increased confidence and professional growth
- Strengthened expertise working with a multicultural workforce
- Support of the organization's commitment to diversity
- Links to the global talent pool
- Enhance your CV
- Engage in a volunteering opportunity, valued by employers
- Gain recognition for your skills and experience
- Benefit from a sense of fulfilment and personal growth
- Give back and feel good!

## **Frequently Asked Questions**

### **Who is a Mentor?**

A mentor is an individual who is established in Canada and can share his/her experience and wisdom to help a mentee reach important social, language, and career goals. Like a new staff member, a newcomer needs time to learn the 'ropes', to become familiar with Canadian workplace culture and the Canadian way of life. A mentor, using soft skills, provides insights into local employment practices, market conditions and opportunities to help a mentee increase employability, knowledge and networks.

### **What does the mentor get from the mentor-mentee relationship?**

Mentors have a chance to support and give advice to skilled newcomers so that they can contribute to the Canadian way of life to their full potential.

## **Who can apply to become a Mentor?**

*A Mentor will:*

- be interested in professional development
- fluent in the English language
- be established in Canada
- be familiar with the Canadian workplace and society
- have good interpersonal and communication skills
- *being connected to professional and/or business networks is considered an asset*

## **Do I have to find a job for my mentee?**

No. Your role is not to find your mentee a job. The objective of the mentorship relationship is to guide your mentee and provide advice to them. In addition, offer career mentoring, networking with Canadian professionals and enhance personal development. However, if volunteer or job opportunities were to present itself within your network; feel free to pass this on to your mentee.

## **How often should mentors and their mentees get together to ensure a successful mentorship relationship?**

The schedule is flexible. Every mentorship relationship is different. Typically, mentors and mentees agree to meet in public places such as café's and will supplement their meetings corresponding via email or phone. The time allotted is on a needs basis.

## **Do I meet with my mentee in person?**

In-person meetings are highly recommended and will be designed as such however; this can be supplemented with emails and phone calls. More contact is recommended initially with less frequent contact as the needs of the mentees change closer to the end of the mentorship.

## **How will I be matched with a mentee?**

The Mentorship Coordinator will review potential matches once your mentor assessment form and resume has been received. Mentors and mentees are matched based on shared educational background, similar work experience/skills and common goals.

## **What support and resources are available for mentors?**

**Orientation:** Mentors participate in an initial orientation session that outlines roles, codes of conduct and expectations of the mentorship relationship.

**Intercultural workshops:** Mentors are encouraged to attend at least one learning workshop to receive supplemental resources that support their work with the organization and with their mentee.

## **How will I know if I am doing a good job?**

Open communication is the key to any good relationship. Throughout the mentoring relationship you should be speaking with your mentee about whether or not you are fulfilling the goals set at the beginning.

## **How to get involved?**

It's easy! Please contact the Mentorship Coordinator at [mentorship@folk-arts.ca](mailto:mentorship@folk-arts.ca)