



Mentoring Program

Flash Mentoring Overview

Time can be limited for many people but that should not keep them from gaining valuable information from a professional nor should it hinder a professional who wants to give back to not have that option. Choosing from four different sessions (informational interview, mock interview, network building 101, or general career guidance), flash mentoring continues with the theme of flexibility that is valuable to the USG community.

Session Overviews:

Informational Interview: Allows a student to gain valuable insight into a potential career, industry, company, or general advice from a “subject matter expert.”

*Be open and honest. What information did you wish you knew before you embarked on your career? *

FAQs:

- What do you like most/least about your work?
- What trends do you see in this industry?
- What does a typical day look like?
- How would you describe the company culture?
- What were some things you considered before accepting a position?
- What should I look for in a manager?
- What are key skills I need to be successful?

Mock Interview: Offer “practice” to help students refine their interviewing skills.

*Interviews can be nerve-wracking for anyone but with practice individuals grow in confidence and poise. *

Tips:

- Treat this as an actual interview – set a date, time, and place for the student. The more “real” the mock interview is, the more the student will be prepared and at ease when they go to a future interview.
- Interview the student as you would a candidate for your office/company/industry:
 - Please begin by telling me a little about yourself.
 - What are your career goals for the short-and long-term?
 - What are three adjectives that your peers, colleagues, or supervisor use to describe you?
 - Describe your ideal supervisor.
 - Tell me a time when something did not go well. What did you do to alleviate or correct the situation?
 - What would you bring to our...?
 - What are your areas of weakness, and how are you taking action to improve them?
- Provide constructive feedback and suggestions:
 - Resume: strengths, weaknesses
 - Demeanor: were they engaged, aloof, fidgeting
 - Answers: were they prepared, did they give enough detail, too vague?



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Network Building: Building and/or strengthening professional networks can lead to opportunities for career exploration, internships, or employment. Helping create connections through personal introductions can help students connect with industry contacts and identify professional organizations and affinity groups they can join.

Tips:

- Review their elevator pitch.
- Practice different scenarios that they could find themselves when networking.
- Provide general guidance:
- What type of networking should they be engaged in at this time of their education and/or career?
- What types of activities have you found to be most beneficial in this industry?
- Can you connect them with other professionals in this industry?
- What do you think makes for successful networking?
- How is their online presence?

Career Guidance: Career consultations provide an individual with personalized guidance and advice regarding their overall career path.

*What career-related guidance would have properly helped you at the onset of your career? *

FAQs:

- What is the current job market in the industry?
- What do I need to focus on academically to prepare for a career in this industry?
- Can you help me identify three career development goals and action steps?
- Where can I find more information about jobs and careers in this industry?
What can I do with my major? What are the career paths open to me?
- What jobs, internships, group/association memberships should I participate in while in college to make me career-ready in this industry?