



# Mentoring Program

## 2024-2025 Mentor Circle Overview

Mentor Circles create an exchange of knowledge, ideas, questions in a more laid-back, classroom like environment allowing for an inclusive experience for all who participate.

While a typical mentor circle is comprised of a mentor and up to 20 mentees discussing a pre-determined topic, here at USG we are adding another layer. For the first half of the session, four subject matter experts representing the four hubs at USG will partake in a panel discussion with questions posed by the Mentor Program Manager. During the second half of the session, there will be four breakout sessions based on the hubs in which subject matter expert (mentor) and students (mentees) will gather to discuss how the topic relates to their specific hub/industry. The objective is to use the information you learned in the first half to have a more focused conversation within the circle.

### Mentor Circle Topic and Panel Questions

#### **Career Ready – Success and Growth**

##### **Panel Questions:**

1. What significant changes have you experienced during your career?
2. Did you ever make a mistake in a job and how did you come back from it?
3. Who are some of the most important people who influenced you and your way of thinking? What did you learn from them?
4. What are some unique things you did that set you apart from others in your career?
5. How do you approach learning in the workplace? A luxury or a priority?
6. What does career success look like to you?
7. What resources do you use to stay up to date with current technology?
8. What conflicts have you experienced while working with people older or younger than you?

#### **Diversity, Equity, and Inclusion (Cultural Humility/Microaggressions)**

*Helps to create more equitable work environment and encourage participants to understand the importance of diversity, identify what unconscious bias is, and how to create and build inclusive practices in their personal and professional life.*

##### **Panel Questions:**

1. What setbacks have you faced in your career? How did you work through those?
2. What made you decide to enter into this field?
3. What was your first job like?
4. How do employee resources/groups help build communities in the workplace?
5. What challenges do they help overcome?
6. What must leadership do to reinforce a more inclusive and equitable workforce?
7. What role do we play in building better organizations?



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## Work-Life Balance

### Panel Questions:

1. How do you currently manage the balance between your work and personal life? Do you have self-care practices or routines?
2. How can you effectively manage stress and avoid burnout in a demanding work environment? How do you recognize burnout?
3. What strategies can you adopt to establish boundaries and manage time effectively?
4. Do you have practical tips for how to decompress or rest and recharge when not at work?
5. How do you handle setbacks or challenges in your personal and professional life?

## Financial Wellness in the Workplace

*Discussion of the 5 Pillars of Financial Wellness after College with HR benefits representatives, financial advisors/banking institutions.*

### Panel Discussion:

Budgeting  
Saving  
Investing  
Risk management  
Debt management