



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?



Mentoring Program

Pathway Possibilities: Career Exploration for All Majors

Career exploration is an ongoing process that requires curiosity, research, and flexibility. No matter what major you choose, there are multiple pathways to success.

Discussion can include:

1. Understanding how your major connects to careers.
2. Understanding your interests and strengths.
3. Transferable skills that apply to a wide range of careers.
4. Traditional and Interdisciplinary career paths.

Mastering Job Offer Negotiations: Understanding Benefits and Salary Packages

By carefully reviewing and understanding the salary, benefits, and perks, and how to negotiate strategically, can ensure you are set up for financial success and career growth.

Discussion can include:

1. Understanding salary components
2. Non-monetary compensation: Benefits – how these can sometimes outweigh the salary
3. Additional perks and benefits
4. How to negotiate for better terms
5. Understanding the offer letter and contract (breaking down the fine print)
6. Know when to accept or decline