



## Considerations for Student Mentorship

**Overview:** one of the key student learning outcomes of the Work Learn program is the support and guidance received from supervisors and mentors. The questions below provide some considerations to guide and reflect on the mentorship you provide your student staff during their placements.

### Questions:

- Have I discussed the student's learning goals with them and have the goals changed since we discussed them?
- Have we spent enough time engaging in informal relationship building?
- What plans do we have to help the student accomplish these goals and are the expectations clear?
- Are we following the plan or do we need to revisit it?
- What new skills has the student learned recently?
- What skills does the student still need to develop?
- How does the student like to receive feedback or recognition?
- Am I providing frequent and relevant feedback in the way the student understands?
- What kind of encouragement am I providing the student to direct their learning?
- Am I modelling the professional values and behaviors that align with the student's learning goals?
- Is the student learning and challenged in the tasks they are working on?
- Are there ways for me to increase their responsibilities through the placement?
- Might there be colleagues or peers that the student can cross-train with or shadow for a period?
- Who might the student be interested in meeting for an informational interview in my networks? How can I connect them?

### Sample Mentorship Activities:

- Attend a conference or networking event together.
- Resume and cover letter guidance.
- Introduction to people in your networks with career stories of interest to the student. Share your personal dos and don'ts of informational interviews, career coffee chats, etc.
- Share useful articles, videos, resources that align with their personal and professional goals.
- Offer professional development opportunities, e.g. covering the cost of the Student Leadership Conference.
- Use simple gestures to acknowledge milestones or significant moments e.g. birthday cards, graduation, finals "care package"
- Provide feedback on presentations.
- Give them job shadowing opportunities to broaden their knowledge of other careers.