



## Recommendations for Mentees

District 61 believes in a mutually respectful mentorship approach that is based on an experienced person (mentor) working with a less experienced person (mentee) as peers. The Toastmasters core values are integral to any relationship – R.I.S.E. - Respect, Integrity, Service, and Excellence. Our objective is to provide an environment where members learn directly from each other and develop stronger relationships with each other. In each case, both members are learning – the mentee is learning a skill, while the mentor is demonstrating and learning through coaching and leadership. Members will get much more out of Toastmasters in an environment where they can achieve their specific goals with the help of others and have strong inter-personal bonds.



It is important to note, that these recommendations cover both new member mentees as well as experienced member mentees. The key difference between the two is the objective of the relationship.

With a new member, the objective is to have a supportive relationship to enable the new member to better participate and get value from Toastmasters. Generally, this new member mentorship relationship helps the mentee through several months of meetings and new meeting roles as well as the first 3 Competent Communicator (CC) speeches.

For experienced member mentorships, the objective is to help that member strengthen an area of his leadership or speaking skills. This experienced member mentee and mentor relationship typically lasts a few months and the Mentee's VP Education and both the mentor and mentee must agree that the objective has been achieved before success can be declared.

## The Role of a Mentee

- Build Personal Rapport with the Mentor
  - If you aren't clicking, look to your VP Ed for support
- Be open and frank with the Mentor
- Strive to develop and have clear goals
  - Do the work! The mentor is there to guide and not to do it for you.
- Be opinionated on where you stand in relation to your goals
- If you are struggling, contact your mentor for help.
- Discuss your proposed speech or event with your mentor for feedback & ideas
- Ask lots of questions!!!

## The Qualities of a Mentee

As a mentee in a mutually respectful relationship, you are encouraged to do your best to adhere to the following qualities:

- **Eager to Learn**
  - Be willing to take on new challenges!
- **Receptive**
  - Be open to feedback. View it as an opportunity to improve yourself.
- **Open to new ideas**
  - See things from other perspectives
- **Loyal**
  - Do not violate confidence or trust with your mentor
- **Appreciative**
  - Appreciate the help you receive from your mentor

## Guidelines for Mentees

1. Prepare a list of goals and objectives
2. Meet with your Mentor to discuss your goals
3. Jointly (with your Mentor) establish a development plan
4. Proactively act on your development plan, keep track of actions taken
5. Initiate meetings with your Mentor
6. Identify any particular areas you would like your mentor to provide feedback on.
7. Frequently and honestly discuss your progress with your mentor. Where have you improved? Where would you like more help? What do you fear? How do you feel in roles/presenting?
8. Advise your Mentor of how you feel about the mentorship arrangement. Is it working? Let them know of any difficulties or concerns -- remember your Mentor is there to help you!
9. If conflicts occur with your mentor, try to work them out. If they continue and if you are not comfortable with your assigned mentor, contact the VP Education or your mentorship coordinator.
10. ASK LOTS OF QUESTIONS!



Please provide any feedback on this document to the [District Chair of Mentorship](#) and/or the [LGET](#).