



Mentorship 101

Purpose, Pathway, Paradigm Guidebook for Mentees



Purpose

The purpose of PHE Canada's mentorship program is to provide you with an opportunity to connect with trusted mentors from the PHE Community who can support you on your professional journey. Interactions with your mentor should be comfortable, feel safe and inspire and motivate you. We hope that your confidence grows throughout the duration of this program and that you are able to take what you learn through this program and apply it in your unique way as you continue on your journey.

The Mentorship Success Pathway

Here are 5 ways you can maximize your mentorship experience.

4

Be Authentic & Genuine

Be you! The goal is for you to feel comfortable to freely express yourself and to share your thoughts honestly with your mentor.

5

Practice Active Listening

Silence alerts, notifications, and other distractions as much as possible during the time spent with your mentor to ensure they have your full attention.

3

Seek Trust & Confidentiality

Let your mentor know you value trust and what is said between both of you will remain confidential unless noted otherwise.

2

Come Prepared

Think about some things you want to talk about with your mentor each time you connect with them.

1

Make Yourself Available

Share your availability with your mentor. Remember to be respectful and courteous of your mentors' schedule and their commitments.

New to PHE Canada Mentorship Program?

Here are some things you can do to prepare and connect with your mentor for the very first time.

1

Before you connect with you mentor think about what you'd like to discuss

Before connecting with your mentor, write down 1-3 main items you would like to discuss with them.

2

Come prepared with some goals in mind

Before jumping onto the first call with your mentor, write out some [S.M.A.R.T goals](#) for what you want to get out of the mentorship program.

To start...

Think about where you are at in your learning journey. Do you want to learn more about assessment in PE? Do you want to learn how to teach different grade levels?

My goals for the first meeting:

1. _____
2. _____
3. _____

Write down some of these questions and set goals to help your mentor best support you from the beginning of your first call together.

A photograph of three women rock climbing. They are wearing helmets and harnesses. One woman in a red helmet is reaching up, and another in a purple jacket is reaching up to high-five her. A third woman in a blue jacket is also visible. They are on a rocky cliff face with a mountain range in the background.

3

Don't be afraid to ask

If you want to connect with your mentor more frequently, ask. If you want to dive deeper with the mentor on a topic you encounter in your teacher training, ask. Mentors have deep knowledge and experience and are willing to go above and beyond if you ask.

4

Be flexible

Mentors often have to juggle multiple priorities. Be prepared to be flexible about the length and frequency of the connection. For example, some interactions may last longer, while others may be shorter.

Mentorship can be a blended formal and informal process

As you continue connecting and gain comfort with your mentor, keep an open mind to more informal mentorship connections.

Maximizing Your Mentorship Experience

What is the role of the mentee on each interaction with your mentor? Look to develop the following skills to ensure you are getting the most out of your time spent with your mentor.



Virtual Icebreaker Ideas

Here are some activities you can do together to break the ice during your first mentorship session.



GIF of the Day

Share a GIF that accurately describes how your day/year is going.



Shelf Care

Share your favorite book, blog or research article you last read.



Essential Items

Share what you believe to be the most essential item in your kitchen.



Adventure Thinking

Would you rather ZOOM from a cabin in the mountains or from a cottage on the ocean?



Life Stories

Share your life story in 5 minutes.



Share 3 Photos

Share 3 photos of yourself or of your school.

For some additional ideas, check out **51 icebreaker activities** (<https://teambuilding.com/blog/virtual-team-building-activities>) from **teambuilding.com**