



Mentor Guide

Thank you for joining the IFPS Mentorship Program! In this guide, you will find guidelines and very helpful tips that will lead to a successful mentoring experience.

Attitude:

- Maintain a positive disposition in your dealings with the Mentee
- Consider yourself a role model when interacting with the Mentee
- Be professional
- Be welcoming and approachable
- Be open minded. (Sometimes the Mentors can learn valuable lessons from the Mentees.)
- Be confident
- Be a powerful leader by taking responsibility for where you are in your life. (No victim behavior)
- This is their experience so your actions/words should encourage them to find their own answers, versus giving advice.
- Be sure to not engage in sales or recruiting

Guide/Coach/Encourage:

- Encourage/teach the mentee to lead the organization of the program.
- Guide Mentee with probing and open-ended questions.

Examples:

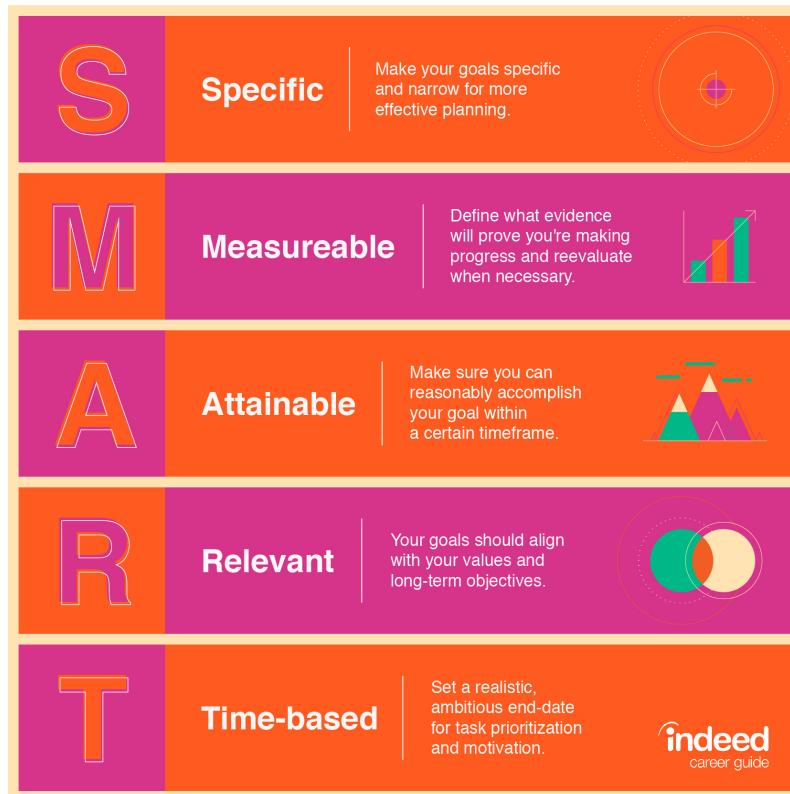
- What do they hope to gain from this experience?
- Where do they see themselves in 3 years, 5 years, 10 years?
- What is their ideal career?
- Why are they interested in Fluid Power?
- What is their next big decision in life?
- What is one thing they may be struggling with now regarding career/home/school?
- What is holding them back from reaching their goals and dreams?
- Is there something they can do now to move them toward their ideal career/goals/dreams?

- Encourage Mentee to research and learn in their areas of interest.

Examples:

- Search local government or volunteering groups that could give them insights.
- Look at local community college continuing education classes.
- Is there a class or book that could help guide them toward their goals?

- Coach the Mentee on S.M.A.R.T. goal setting. (If the Mentee is interested in Goal Setting.)



Feedback

- Sharing feedback between mentor and mentee
- Sharing feedback from mentor and mentee to IFPS

This program is designed to match emerging professionals with experienced leaders to build a relationship based on trust, experience exchange, support, and guidance. If for any reason you feel you are unable to reach these goals with your mentee, contact us at askus@ifps.org.