

## Mentoring Scorecard

SAME Fellows possess the knowledge, skills and expertise to shape the future. By serving as a mentor to tomorrow's leaders, you uphold the dignity and quality of the profession and advance the professionalism of Young Members. This scorecard is provided to ensure that the mentoring experience is a positive one for both you and your mentoree.

As a mentor, you will serve in many important roles, including:

### Advocate

- q Arrange for the mentoree to participate in high-visibility activities within your organization and in SAME-sponsored activities.

### Advisor

- q Communicate the formal and informal realities of progression in your organization.
- q Recommend beneficial training opportunities (esp. SAME-sponsored opportunities).
- q Recommend appropriate strategies for career direction.
- q Review mentoree's professional development plan at least once a year.
- q Identify resources to help the mentoree solve specific problems, then follow up to ensure that the referred resources were useful.

### Communicator

- q Establish an environment for open interaction and two-way communication.
- q Schedule an uninterrupted time to meet (by telephone or an in-person meeting).
- q Act as a sounding board for ideas and career concerns, and respond appropriately.
- q Contact mentoree once a quarter to nurture open communication.

### Coach

- q Clarify performance goals and developmental needs.
- q Teach managerial and technical skills (on the job training).
- q Recommend specific behaviors for success.
- q Encourage a Young Member in your organization to take a leadership role in SAME at the Post or National level. Show interest in their participation.
- q Help a Young Member in your organization pursue licensing or certification by providing time off to study/take the test, paying for prep courses and/or the test.

### Sponsor

- q Expand the mentoree's network of professional contacts, starting with introductions to colleagues at SAME meetings that you attend together.
- q Bring together different mentorees who might mutually benefit by helping each other.
- q Connect mentorees with appropriate educational or employment opportunities.