

Rams First Mentoring Program

Mentor-Mentee Resource Guide

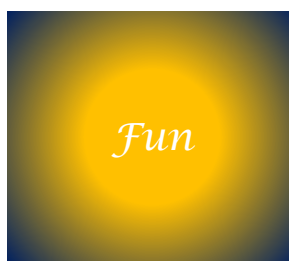
Motivation



Success



Fun



Support



Advice



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About the Freshman Mentor Program

The Rams First Mentorship Program is a peer-to-peer mentoring program designed to provide TXWES freshmen and current students with meaningful relationships with faculty and staff at Texas Wesleyan University. Our goal of the Rams First Mentoring Program is to provide all students with the knowledge, confidence and tools to grow their network and advance in their career endeavors.

Mission Statement

The Rams First Mentoring Program at Texas Wesleyan University is dedicated to fostering student success by connecting first-year and current students with faculty and staff mentors. Through guidance, support, and meaningful connections, our mentors provide fresh perspectives, normalize challenges, and empower students to navigate their academic and professional journeys with confidence. By encouraging open dialogue and serving as sources of inspiration, we strive to cultivate a supportive community that enhances personal growth and achievement.



Social Engagement

Mentors in the Rams First Mentoring Program assist new students in finding campus activities and resources that align with their needs and goals. Mentors and mentees can also participate together in social, academic, and service events throughout the year.



Academic Support

Mentors in the Rams First Mentoring Program help new students discover essential campus departments and resources, such as the Academic Success Center and the Engage Studio. They serve as personal guides through the challenges of adjusting to the academic rigor of college life and offer tips on studying, time management, and goal setting.



Leadership Growth

Mentors assist their mentees in navigating on-campus leadership opportunities, including service-learning projects, student organizations, mentorship programs, and other forms of campus engagement that foster both academic and personal growth. They also encourage mentees to take part in the leadership certificate program, which focuses on developing leadership skills.

Mentorship

Mentorships may provide:

- Time and attention
- (Emotional) support
- Advice, direction
- Information resource
- Role models/inspiration
- New connections
- Navigate a new experience
- Access to opportunities
- Boost your confidence
- Goal setting
- and more...



Mentorship – What are the benefits?

As a Mentee

- Being able to change/achieve your goals more quickly and effectively than working alone
- Building a network of expertise to draw on can benefit both yourself and others
- Developing strategies for dealing with personal and academic issues
- Increase your confidence
- Learn from the experience of others

As a Mentor

- Mentoring is voluntary but extremely rewarding
- Can benefit your own skill development and career progression
- Seeing your mentee succeed and grow both professionally and personally

The Introductory Meeting

Navigating the Mentorship Experience



Once paired it is important to set up an introductory meeting within two weeks of being matched to get the process started. Mutually decide what is the best method of communication for the first introductory meeting in person, phone, or online (e.g., Teams/Zoom).

Initial Meeting

Suggested questions to ask during initial meeting (both mentee & mentor).

- What are your expectations and goals from each other during this interaction?
- How method of communication works best for you (text, emails, in person, phone, teams, etc.)?
- How often should we meet?
- How has your background helped you to this day?
- How much notice should be given if we need to cancel a meeting? If we do need to cancel a meeting, how should we contact one another?

Navigating a Failed Mentorship Relationship

Reasons for a Failed Mentorship Relationship

- Poor communication
- Lack of open communication and/or failure to communicate tactfully
- Inability to listen
- Lack of commitment
- Personality differences
- Conflict of interests

What Happens if a Mentor/Mentee Pairing Loses Contact or is Not a Good Fit?

- This happens sometimes, but it best to address the issue early on than leave someone hanging or unresponsive. Life sometimes becomes busy, and a mentor/mentee may become limited with the time and attention that a mentorship needs.
- If a mentor or mentee is feeling trapped and is seeking advice on how to end a mentorship relationship, please email Tamika Johnson, Rams First Advisor.

Tips for Mentors

- Hold your mentee accountable for action items
 - Tell your story in how you got to be where you are today
 - Share your success and failures
 - Do not assume anything about your mentee
 - Celebrate their achievements big and small
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Tips for Mentees

- Nurture your mentorship relationship
 - Follow up with mentors
 - Communicate and let your mentor know your professional goals
 - You do not always have to follow a mentor's advice but listen to it and evaluate if it is best for you.
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Tips for making the most out of the mentorship

- Understand that you contribute to the relationship
- Be prepared and personable
- Build trust
- Be worth the time and energy
- Practice active listening
- Know what you want and ask for what you need
- Take action on the advice
- Show gratitude, honesty, and respect
- Add value to the mentee/mentor relationship

