Establish Expectations

A “mentor” is sought out for various reasons - to obtain experience, a new job, or guidance in a specific field of interest. "It is critical to establish the expectations for the mentor/mentee process and communication right up front.”

- Dr. Karoline Mortensen
Associate Professor
Miami Herbert Business School

Set a Schedule

How often will you and your mentee meet? Will you be available in person, by phone, email, or texts?

- During the workday, in the evening, or on weekends? Be clear about your time boundaries by offering enough availability that the relationship can flourish but not so much that it interferes with other commitments.

Value Feedback

Everyone can benefit from feedback as it is essential to improve - allow your mentee to practice giving and receiving feedback.

- Sarah Seavey, Director of Alumni Career Services
suggests reading “Radical Candor” by Kim Scott.

Create Bridges

“The notoriety and network of UM is vast, and it has helped me personally as an alumna. Networking and mentoring are important to help create bridges within the network.”

- Julie Samuels, B.S.B.A ’12, Creative Director at LiuPierre

Know Your Audience

“A good mentor needs to be a good listener, enthusiastic and willing to help others. A good mentor must know their audience because advice for one student doesn’t necessarily apply to another. Better stated, good mentorship has to be customizable with respect to guidance and feedback given.”

- Daniel Medina, Lecturer of Accounting, Director, Graduate Accounting Programs

Set a Strong Foundation

“Being a mentor is one of the most rewarding things one can do. The key is to listen, ask questions, and truly get to know the person you are mentoring. I have found that establishing a strong foundation at the outset results in a relationship that is mutually beneficial and fulfilling.”

- Christian Garcia, Associate Dean and Executive Director Toppel Career Center

Be Honest

“A good mentor requires a brave level of honesty to rise above all else. It’s your job to be truly honest with them even when it hurts. That hurt is temporary, but in the end, the honest truth allows for the conversation to evolve, and for the two of you, together, to explore solutions to those barriers.”

- Carly Smith, Assistant Professor of Professional Practice, School of Comm.

Join Cane2Cane, the U’s new mentoring platform

“As a mentor on Cane2Cane, you have the ultimate flexibility in deciding what being a mentor means to you. Mentorship can be short-term or long-term. It can be answering a question about your occupation, meeting a student to talk about your career path, or offering to critique their resume. You choose what topics as well as how often you would like to be contacted each month.”

- Carly Smith, Director of Career Education

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