

# **La Trobe University Student Career Mentoring Program 2011**

## **Mentor Briefing**

**Inspiring futures**

## The program

- Matches La Trobe students and new graduates with interested industry professionals for career discussions, guidance and support
- Contributes directly to 3 of the defining University attributes identified in the University Strategic Plan
  - student focussed learning
  - serving regional Victoria
  - effective links with industry and the professions

## Our mentors

- Diverse professional backgrounds
- Many have returned to the program having participated in 2010
- La Trobe University Alumni
- La Trobe University staff
- Local business communities

## Our mentees

- Mainly final year undergraduates
- Some new graduates
- La Trobe student profile represents higher than sector average of low socio economic status groups
- La Trobe University Faculties of Science and Law and Management attract higher than sector average for non-English speaking background students

## Program objectives

- To expand the mentee's understanding of the world of work
- To enhance the professional abilities of the mentee
- To aid the mentee's career development process
- To enable the mentee to network with and learn from an interested professional

***Exercise***      ***What are your own objectives?***

# What you can offer your mentee

**Your life experience**

## Put yourself in their shoes



### Exercise

**What were you  
thinking at age 20  
about your future?**

## **Your mentee may not yet know that....**

- Careers don't follow straight lines
- Qualifications on their own won't get you the job
- Risk taking is a feature of success for most people
- It doesn't matter if you haven't defined a career goal
- There may not be a 'right' decision

## Qualities of a good mentor

- **M** Manages the relationship
- **E** Encourages
- **N** Nurtures
- **T** Teaches
- **O** Offers mutual respect
- **R** Responds to the mentee's needs

(Clutterbuck, David (1985) *Everyone Needs a Mentor*, Institute of Personnel Management, Bugbrooke, UK)

## GROW Model

Goal

Reality

Options

Wrap-up

## Useful Questions - GOAL

- What is it you would like to discuss?
- What would you like to achieve in our meeting?
- Is that realistic?
- Will that be of real value to you?

## Useful Questions - REALITY

- What is happening at the moment?
- What effect does this have?
- What other factors are relevant?
- What you tried so far?

## Useful Questions - OPTIONS

- What could you do to change the situation?
- What alternatives are there to that approach?
- What might be able to help?
- Would you like suggestions from me?
- What are the benefits and pitfalls of these options?

## Useful Questions – WRAP-UP

- What are the next steps?
- Precisely when will you take them?
- What might get in the way?
- What support do you need?
- How and when will you enlist support?

## Some suggested activities

- self assessment activities – skills audit, values
- visit to your workplace
- attend industry events/seminars
- develop a CV
- informational interviewing
- research the world of work and prepare a report
- discuss decision making process

## Some final thoughts

The words of an American inspirational writer, George Matthew Adams, over 100 years ago, sum it up:

**‘There is no such thing as a self made man. We are made up of thousands of others. Everyone who has ever done a kind deed for us, or spoken one word of encouragement to us, has entered into the makeup of our character and of our thoughts, as well as our success’**

## Questions

A glowing lightbulb is positioned in the upper left corner, emitting a warm yellow light. The background consists of dynamic, swirling patterns in shades of blue and white, creating a sense of motion and energy. In the top right corner, a white circular graphic contains the text "STUDENT CAREER MENTORING".

**STUDENT  
CAREER  
MENTORING**