

What kind of information the Syssters Mentorship app should be taking for making mentors and mentees profiles?

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This short document contains my suggestions on what could be added to **Syssters' mentorship-system** to make it more useful for users, both mentees and mentors.

To begin with, I will list what kind of information is available now. I would also like to note that I am not distinguishing whether such-and-such information should be added to mentor's profile or mentee's profile. All of the info I suggest are worth adding to both of the aforementioned user groups. For example, mentors also might (and should!) have long-term goals. It would help in building more personal relation with a mentee - he (the mentee) would see that mentor also has some kind of goal he's aspiring to. That could motivate him even more.

Currently, users can add following information to their profiles:

- Short bio
- Location
- Occupation
- Organization
- Skills
- Interest

The app also does not provide users with any kind of guidance on what should be put into these sections and what not. Also, lack of structure might lead to every user entering different information in different sections. It can make mentor's user experience worse, because the format of data they look for isn't unified.

Aside from that, most people would like to know more about a person that may potentially have an impact on their career. It is logical that the more info user provides, the better, more suited to his personal needs mentors/mentees he gets. Platform should allow users to add all kind of information they consider useful for the potential mentor or mentee. Such information is for example:

- long-term goals
Such a goal would consist of title, short description, estimated date of achievement (with user-defined accuracy, for example: in July 2020 or Q1 2021) and rationale explaining "why I want to achieve this?".
Enabling users to share their goals on profile page is a feature that has many advantages. Firstly, mentees will be able to receive more personalized help and guidance from mentors. Furthermore, goals that are easily accessible in one place, with estimated dates of achievement attached to them, will make users more productive and better motivated. In addition to that, mentors will be given the

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opportunity to search for mentees with goals that they can help achieving. It will make the relation even more profitable and rewarding for both sides.

- general education information
By knowing what schools, colleges and universities a user was attending and what courses has completed, mentor and mentee will have a better idea of “who exactly is that person?”, “what
- work experience
This would be similar to the exact same feature like the one on Facebook. User would be able to create a list of places and positions in which he worked at a given time. Example: intern at Google, May-October 2015
- link to user’s portfolio
This would be just a simple set of links.
Such info will also help determine the level of knowledge and skills in a specific field at which the user is.

One interesting idea that came to my mind was to allow users share info about their **soft skills**. In today’s world, soft skills (like empathy, patience and leadership) are [getting a lot of traction from employers](#) and are becoming as important as hard skills (technical knowledge). Because of that’s, mentorship app should also support some kind of basic soft-skills related functionality. How would it look like?

In the profile section, user would be given a possibility to select some skills (for example aforementioned leadership) from a predefined list of skills, set the level of mastery (from 1 to 10) and add a short, optional note (max 100 characters).

However, it needs to be added that that soft skills, though very important, are difficult to measure and evaluate. Their nature is ambiguous and they are hard to describe. That’s why it is necessary to conduct further research in this field, but in my opinion, it seems promising. I wasn’t also able to find any other mentoring apps supporting soft-skills related functionality, so it could be something that differentiate Systems Mentorship from others.

I got inspiration from the following apps:

- [MentorcliQ™ Mentoring App](#) – Mentoring app developed by a professional company. Their app offers interesting goal sharing feature, that inspired me to offer similar functionality in our Mentorship System.

I hope that my suggestions make sense and will be implemented in the system.