CAREER READINESS MENTOR TRAINING

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*Please note that this PDF does <u>not</u> include all image or video content found in the online module. It also does <u>not</u> include any interactive content, such as checks for understanding or the final assessment. Refer to the last chapter in this PDF ("Information Specific to this PDF") for important information on how to receive your course certification.

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Chapter 1: Welcome to the course!

Lesson 1: A message from Mentor Collective

[Video]

Welcome! We're excited to welcome you to Mentor Collective. This online course is meant to provide you with the foundations of successful mentorship and our program expectations. Before we get started, it's important to set norms that provide a structure for a productive training experience. First, commit to staying engaged. This training should take you between 45-60 minutes to complete. Commit to being fully present while you are completing this training. Second, embrace discomfort. Learning about foundational mentorship concepts can be uncomfortable. To engage in self-reflection in meaningful ways, we ask you to embrace this discomfort as a natural part of the learning process. Third, ask questions. Reach out to Mentor Collective at help@mentorcollective.org, if you have any questions. Check out the next lesson to learn how to use the course player. Let's get started!

Lesson 2: How to use this course

[Video]

💻 Technical support

For technical support in using this course player, please reference this video. You may return to this page at any time during your participation in this course. After your mentorship program is over, you will be unable to access this course, your course certification, or any other information presented on your [Participant Dashboard](#). Remember to download your course certification as soon as you complete this training!

📒 Structure

Each chapter begins with the objectives featured for that chapter. Each chapter ends with an informal assessment to self-assess your understanding of the chapter's objectives. You are not required to pass these informal assessments in order to move forward in the course. These informal checks for understanding are meant to drive your learning, allowing you to review material that you may have missed.

📝 Final assessment

After completing every chapter in the course, you will be required to take the final assessment, which tests your understanding of the entirety of the course's content. You must achieve a 75% or higher on the final assessment in order to receive certification for this course and be matched with a mentee.

👂 Accessibility

Videos have subtitles and/or closed captioning. The course can be downloaded as a PDF file. You can access the PDF option by clicking on the PDF icon at the bottom of the last lesson in the chapter. The text in this course is screen-reader accessible. Please reach out to help@mentorcollective.org if you have any accessibility needs not met in this course.

Chapter 2: Impact of career readiness mentorship

Lesson 1: Chapter objectives

In this chapter, you'll learn why:

- Career readiness mentorship matters

Lesson 2: Why mentorship matters

"Although resources and networks are important, they cannot always provide the necessary guidance, information, support, or learning opportunities in the context of an individual student's experiences. Mentors are essential in bridging this gap." - Krone (2017)

Why mentorship matters

We may intrinsically know that mentorship is important, but, at Mentor Collective, we also have research to back up why career-readiness mentorships in particular are so impactful. Mentor Collective collaborates with mentorship research labs around the globe, ensuring that our program is grounded in science-based best practices.

Identity

A mentee's competence, identity, and work role effectiveness is strengthened through mentorship. Mentorship offers a crucial first link in the networking chain, establishing social capital.

Success

Those engaged in mentorship - both mentees and mentors - are more likely to advance in pay and get promoted. Mentorship programs allow participants to build social capital within their desired professions. Employees who receive mentorship are more likely to learn to navigate promotions, raises, and other advancements in their careers.

Productivity

Corporate mentorship research suggests positive correlations between mentorship and career development, productivity, and employee retention. Promotion, productivity, and retention rates are dramatically increased among historically underserved and marginalized communities who participate in mentorship.

"Mentoring experiences can be transformative for the people involved. Many mentees...form deep, even life-long relationships with their mentors." - National Academies of Sciences, Engineering, and Medicine (2019)

Career readiness mentorship is tied to equitable outcomes. These programs allow students to gain insights into potential career pathways and begin building social capital within their profession.

Lesson 3: Chapter review

You can access this course at any time throughout the duration of your mentorship by logging into your Participant Dashboard. After your mentorship program is over, you will be unable to re-access this course, your course certification, or any other information presented on your Participant Dashboard.

Chapter 3: Mentor Collective program expectations

Lesson 1: Chapter objectives

In this chapter, you'll learn:

- Mentor Collective's program expectations for mentors

Lesson 2: Matching

The matching process

Click on each of the cards below to learn more about Mentor Collective's matching process. If you are curious about your status in the matching process, reach out to us at help@mentorcollective.org and one of our coordinators will be in touch with you.

Getting matched

In order to be eligible to be matched, you must have completed your matching survey on the [Participant Dashboard](#) and complete this mentor training you are currently taking.

Mentor Collective's matching surveys, which are taken by both mentees and mentors, are unique to your specific program and are informed by years of extensive research and program implementation. This matching system has created over 250,000 mentorships to date! Learn more about our matching algorithm here.

Matching timeline

Mentor Collective promises to match you with a mentee as soon as possible.

A few factors might delay matching. We want to ensure we match mentees with mentors that best fit their needs and goals, so we may wait to match you until we find a mentee that fits your experience and background.

It is important to note that you might not receive a mentee this time around. Our #1 priority is positively impacting the lives of mentees, so we prioritize mentee needs during matching. If you are not the right fit for a mentee this year, please sign up again next year. We can't run these programs without incredible mentor volunteers like you!

SMS text relay

An easy way to first reach out to your mentee is using the Mentor Collective text relay system. When you respond to this text, your response will go to the mentee, not back to Mentor Collective.
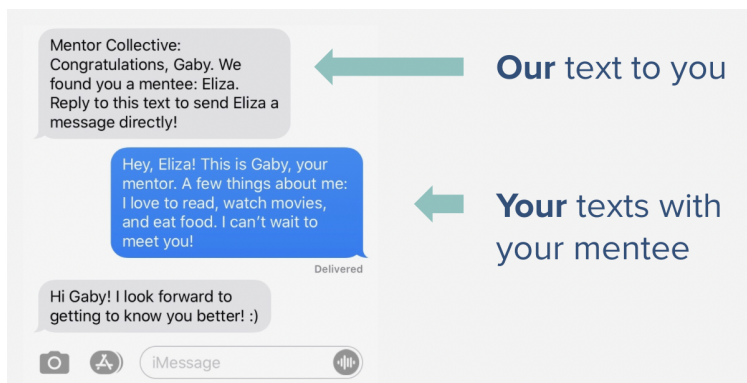
If you and your mentee choose to continue the mentorship after the program has ended,

you'll need to exchange actual phone numbers as the relay thread will become unavailable for use once the official mentorship duration comes to an end.

Reaching out to your mentee

When you're matched, you will receive both an email and a SMS text message from Mentor Collective letting you know about your new mentee.

When you log into the [Participant Dashboard](#), you will see your new mentee's contact card on the screen. Please reach out to your new mentee as soon as possible, ideally within 24-hours of being matched. Before meeting your mentee, check out this resource for tips on preparing for your mentorship: First Meeting Checklist.

It is the mentor's responsibility to be the first person to reach out.

Easily connect with your mentee by clicking "Send A Message" on their card. If you're on a phone, this button will default to sending a SMS text message. If you're on a computer, this button will default to sending an email using your computer's email software. Alternatively, you can simply copy and paste your mentee's contact info into the messaging tool you prefer.

Lesson 3: Logistics

Program duration

The duration of most Mentor Collective mentorship programs is the length of one academic school year. Some programs have unique program lengths, or you might be taking this training after your program has already begun. A few programs have very unique durations, such as a three-year mentorship life cycle.

For information on your program's specific duration, review the email invitation you received for this program or visit your Participant Dashboard. Remember, it might also be a few weeks from taking this training until you get matched.

How often to chat

At minimum, mentors are expected to be in touch with their mentees at least once per month. Mentorship research suggests that connecting with a mentee at least once per month contributes to the most impactful mentorship experience for both mentors and mentees.

You can meet your mentee using any method that works best for both of you. Examples of how to meet your mentee for a conversation include on Zoom, through text, in-person, via email, or any other way.

Be sure to communicate with your mentee in a way that works well for both of you. We strongly encourage you to set aside time in your first official conversation to align expectations in terms of frequency of speaking and forms of contact.

Regardless of how often you are meeting with your mentee, Mentor Collective will send you automated texts and emails reminding you to check-in with your mentee. You will receive automated messages for each mentee you support. You can opt out of this communication at any time.

Logging conversations

When you have your first full conversation with your mentee, you should record that conversation right on your Participant Dashboard.

Recording this information helps you keep track of how often you are talking with your mentees, and ensures healthy communication patterns are developing in the mentorship. This process is also a great way to refresh your memory about a previous conversation before reaching out to your mentee again.

Unable to get in touch

If you haven't heard from your mentee, let us know. Not everyone is familiar with mentorship, and your mentee may simply be struggling with how to connect with you.

To let us know, navigate to the Mentorships icon on your Participant Dashboard. Then, click "I can't get in touch." From there, let us know the last time you heard from your mentee, and whether you'd like for us to try to contact them.

Lesson 4: Safety

🛑 Do not engage in any sexual activity, share sexually explicit material, or engage in romantic relationships with your mentee.

🛑 Do not be alone with a mentee in any physical location unless in an open, well illuminated public space where you can be observed by other adults.

🛑 Even if you are not in the same physical location, do not shower, bathe, or undress in the presence of a mentee.

🛑 Do not send your mentee money. Do not ask your mentee to give you money.

🛑 Do not engage in any behavior with a mentee that could be considered abusive or

neglectful conduct.

🛑 Do not abuse your power as a mentor by engaging in inappropriate conduct with your mentee.

If you feel uncomfortable meeting or communicating with your mentee, please refrain from doing so and reach out to us for support at help@mentorcollective.org. If you are concerned for the wellbeing of a mentee, make sure to report this concern immediately. We will talk more about reporting in the upcoming lesson titled, "Flags."

Lesson 5: Flags

[Video]

What are flags?

Flags are ways to provide direct additional support to a mentee. There are many different types of flags, such as "Depression," "Housing or food insecurity," or "Academic struggles." When you select one of these flags, it's important to provide as much context as possible. The flag goes to an administrator at the mentee's school, and providing context will help this administrator quickly provide the correct support to the mentee.

Set expectations

You do not need to ask permission from your mentee to submit a flag. Make sure to discuss flags with your mentee at the start of your mentorship, to set expectations and ensure your mentee knows that you may connect them with a school representative for additional support if needed.

Make actionable requests

When deciding to flag something, ask yourself: is this actionable?

❌ Example 1: "She needs help." This should not result in a flag because an administrator has no next steps to follow up on.

✅ Example 2: "My mentee is suffering from severe anxiety and needs to connect with a mental health professional." This should be flagged because an administrator has several next steps to take from this context, such as pointing the mentee to a certified mental health professional.

Indicate immediate support

Once you report a flag, we'll ask if your mentee could use immediate support from the institution. The way you answer this question will determine the flag priority level, which is shown to the mentee's school or organization.
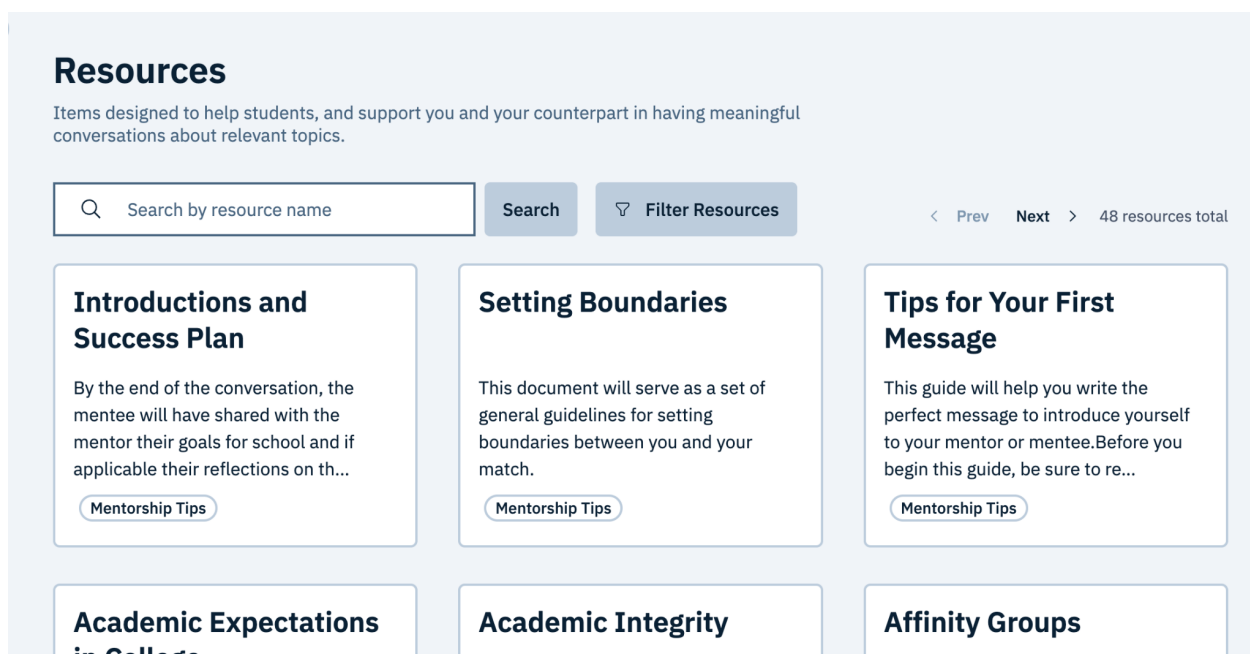
If you select 'yes', indicating that your mentee needs immediate support, this will create an immediate priority flag, letting the organization know they should review and address the flag immediately.

If you select 'no', indicating that your mentee does not need immediate support, this will create a non-priority flag, letting the organization know that this is an issue, but it does not necessarily need immediate attention.

🚨 If there is a true emergency where you are afraid for the life and safety of your mentee, please immediately contact emergency services.

Lesson 6: Discussion guides

"I used the discussion guide on perfectionism to support my mentee in feeling more confident about his abilities and comfortable with making mistakes. The prompts in this discussion guide gave us a structured way to talk about making mistakes." - Chris K., Mentor
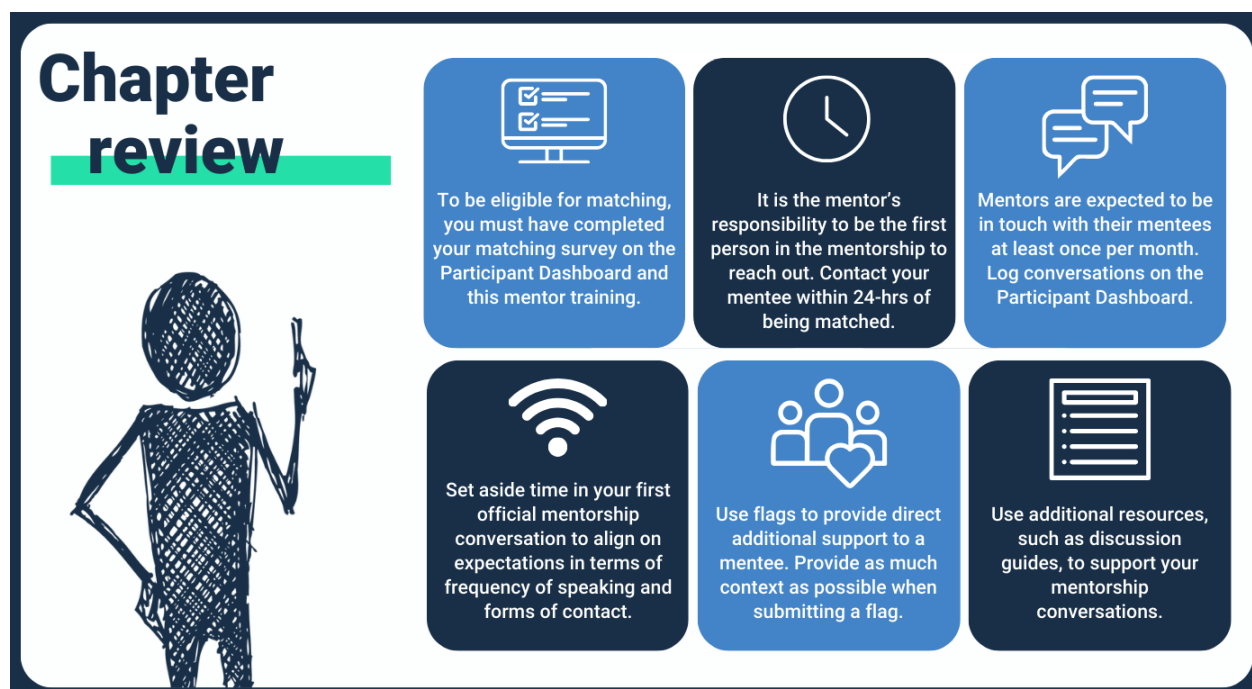

Check out the discussion guides and mentor briefings featured on the 'Resources' page on your Participant Dashboard.

Discussion guides are full-length resources that support a variety of the most common conversation topics a mentee might want to discuss.

Mentor briefings provide a brief overview of topics relevant to mentees. A mentor can use these briefings to bridge gaps in knowledge that might otherwise prevent them from being helpful.

Lesson 7: Chapter review

You can access this course at any time throughout the duration of your mentorship by logging into your Participant Dashboard. After your mentorship program is over, you will be unable to re-access this course, your course certification, or any other information presented on your Participant Dashboard.

Chapter 4: Roles of a mentor

Lesson 1: Chapter objectives

In this chapter, you'll learn how to:

- Differentiate a mentor from other support forms

- Distinguish between different stages of the mentoring life cycle

Lesson 2: Roles of a peer mentor

An effective mentor might serve in various roles, or stages, throughout their mentorship. A mentor is an empathetic ear, a support system, or a safe place a mentee can turn to for advice.
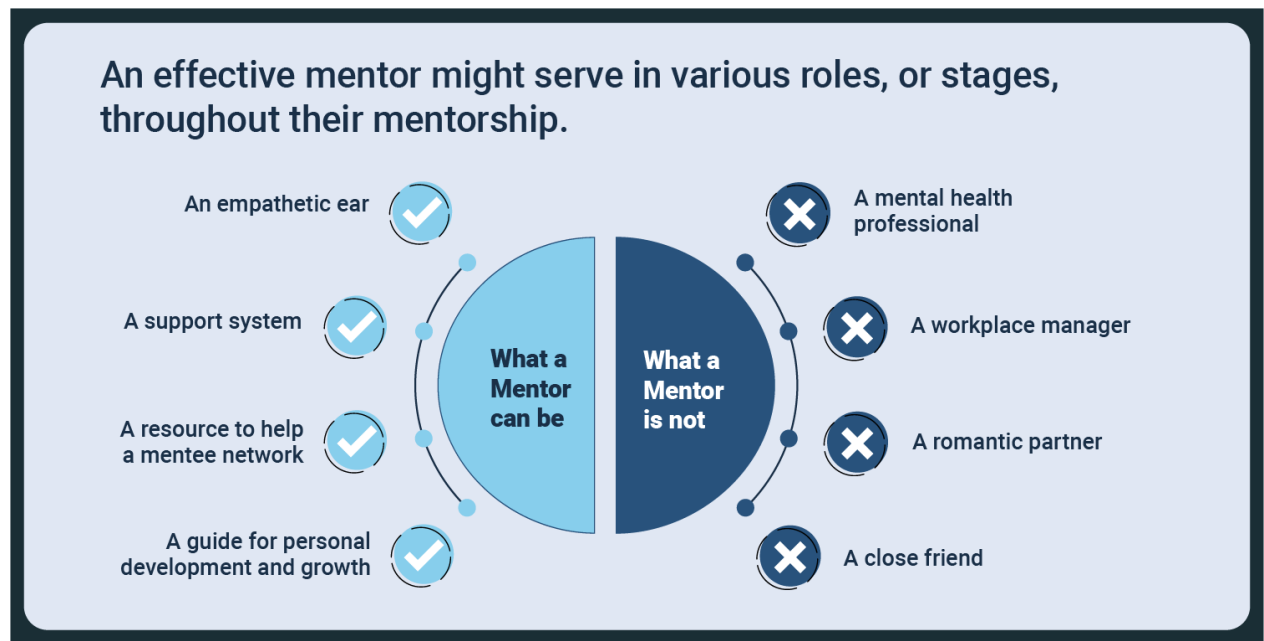
It is also important to remember what a mentor is not. A peer mentor is not a professional academic advisor or professor, tutor, therapist, guidance counselor, mental health professional, parent, or close friend. For questions related to specific academic classes, health support, counseling, and academic progress, it is important to understand your role in pointing the mentee to these other resources.

Additionally, it is not your responsibility to find your mentee a job. Your role as their career readiness mentor is to expose your mentee to career pathways and career readiness advice (such as interviewing, resume writing, and networking), as well as personal development and growth (such as school-life balance).

Lesson 3: Mentoring relationship life cycle

Growing together

Mentorships go through phases and cycles, similarly to other relationships. The beginning of a mentorship should be focused on building trust and creating a strong foundation, while later in the mentorship, more difficult kinds of conversations may occur. This is all normal.

Stage 1

After initially being matched, there will be a period of getting to know each other. During this phase, active communication and listening are key to building a solid relationship foundation.

In this stage, ask your mentee big-picture questions to understand what they are hoping to learn from the mentorship and be honest in how you think you can best support their needs. Take advantage of prompts and discussion guides that have been tailored for these kinds of conversations. Find these on the Resources page on your <u>Participant Dashboard</u>.

It is critical to also set expectations during this period. Confirm with your mentee that you are both on the same page in regards to how frequently you will chat and what method you will use to contact each other.

Stage 2

In the next stage, some challenges and difficult discussions may surface. Continuing to build on consistent and open communication is essential in order to best support your mentee during this time. Use discussion guides to further guide and support you and your mentee as your mentoring relationship grows deeper.

Stage 3

This stage is where real mentoring happens. In this phase, challenges within the mentoring relationship have been addressed, trust has been established, and real growth for the mentee can begin. Use what you have learned about your mentee to continue to foster their development and nurture deeper conversations.

Stage 4

Finally, as the mentorship comes to a close, your mentee may react in various ways. Some pull away, some try to get closer. Make sure you let your mentee know how much growth you have observed in them over the course of the mentorship. Give your mentee clear next steps that will help them continue to pursue their ambitions.

Lesson 4: Title IX and mandatory reporting

Title IX

You should be aware of the support a school's Title IX office can provide.

Title IX is a civil rights law that protects people in education programs from being discriminated against on the basis of their sex. It also extends to students who may have experienced violence or harassment, giving them the right to seek support and justice through their school. A Title IX Office ensures that these laws are upheld in accordance with the law, and to ensure that students are safe and able to learn.

You can learn more about Title IX from the student advocacy site, Know Your Rix, and on the US Department of Education website. There are also discussion guide resources on Title IX on the Participant Dashboard.

🛑 If you are mentoring a student, take five-minutes now to look up who at handles Title IX violations at your mentee's school. This may be an entire office dedicated to Title IX, or an individual within an office. The school likely has a website explaining who this office or individual is. A quick way to find this information is to do a Google search for the name of the school plus Title IX Office. Once you find this resource, familiarize yourself with where they are located and how to get in touch with them. It's a good idea to bookmark this page so that you can easily access it during a potentially stressful time for you or your mentee.

Mandatory reporting

You may have heard of the term 'mandated reporter'. A mandated reporter is someone who is designated by law to report certain kinds of abuse, violence, or harassment to a Title IX Office if a student discloses that such events happened to them.

Being a Mentor Collective mentor does not necessarily mean you are a mandated reporter. For example, some mentors in our program are mandated reporters because of the requirements of their program or jobs (like being a Resident Advisor or a Student Health Advocate). It's possible someone who is a mandated reporter is also a mentor with our program.

However, it is also possible that your job does not require you to be a mandated reporter. In that case, you would not be a mandated reporter just because you are also a Mentor Collective mentor. Additionally, although most Mentor Collective programs do not require mentors to be mandated reporters, there are some exceptions. Please review your specific program's guidelines (on your Participant Dashboard), or reach out to the program point person or help@mentorcollective.org, if you have questions about your specific program's requirements.

It is important to understand that you are not alone when helping your mentee through challenging experiences. As a mentor, you should know where to go at your mentee's school for help with urgent situations, and you should be able to communicate this information with your mentee should you need to do so.

Lesson 5: Chapter review

Chapter review

A mentor is an empathetic ear, a support system, or a safe place a mentee can turn to for advice.

During the first stage in the mentoring relationship life cycle, set expectations with your mentee on how often you'll chat.

The third stage of the mentoring relationship life cycle is where real growth for the mentee can begin.

Title IX is a civil rights law that protects people in education programs from sex-based discrimination.

A mandated reporter is someone who is designated by law to report abuse, violence, or harrassment to a Title IX office.

Being a Mentor Collective mentor does not necessarily mean you are also a mandated reporter.

You can access this course at any time throughout the duration of your mentorship by logging into your Participant Dashboard. After your mentorship program is over, you will be unable to re-access this course, your course certification, or any other information presented on your Participant Dashboard.

Chapter 5: Communication strategies

Lesson 1: Chapter objectives

In this chapter, you'll learn:

- Impactful ways to support mentees

- The efficacy of setting healthy boundaries

Lesson 2: Effective mentors are effective communicators

Our ideas of mentorship are often shaped by those who have impacted us in the past. Take 30-seconds to think of someone who positively influenced your life. This person could be a coach, a teacher, a friend, a family member, a coworker, a religious leader, or any other type of role model.

🛑 Reflect: What were a few qualities that this person had that made them so valuable to you?

🛑 Reflect: Which of these would you consider to be communication skills?

Those who impact us positively also tend to have effective communication skills. Effective mentors are also effective communicators.

You may have had the opportunity to already develop your communication skills, or you may have received feedback that prompted you to reflect on your communication style. For example, you may have had a trusted friend tell you it's frustrating to be interrupted. It's important to remember that these skills take time to develop.

The key to becoming an effective communicator is being able to thoughtfully examine one's own patterns through self-reflection, and be open to feedback from others.

The key to becoming an **effective communicator** is being able to...

- thoughtfully examine one's own patterns through self-reflection
- and be open to feedback from others.
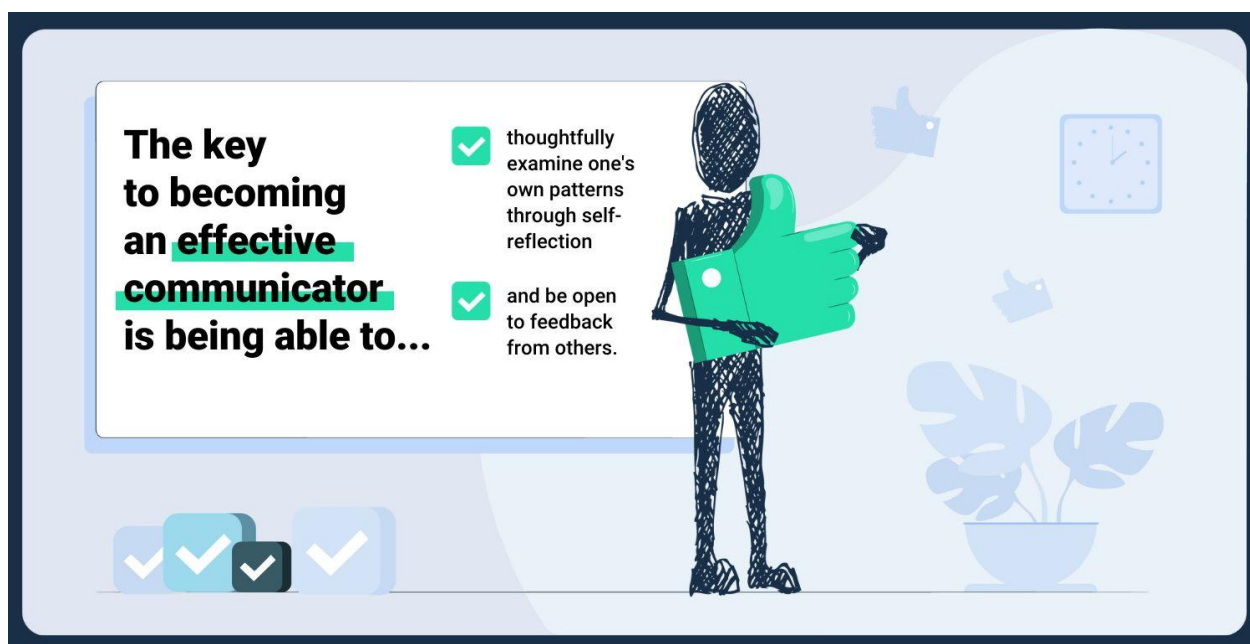
Lesson 3: Building a strong foundation

[Video]

A mentor's first conversation with their mentee creates the tone for the mentoring relationship. By ensuring the mentee feels comfortable during this first conversation, the foundation is set for a successful relationship to grow.

It's important to provide some basics in your first mentoring conversation that allow your mentee to feel comfortable opening up.

This is some of the basic information that should be included in a first introduction.

"My name is _____. My pronouns are _____."

"My most important role in life is as a _____."

"A strength that I will bring to a mentoring relationship is _____."

"One of my worries about being a mentor is _____."

"One thing I hope to gain from being a mentor is _____."

These statements demonstrate transparency, vulnerability, and commitment to mentorship. They are great ways to encourage a mentee to feel comfortable about opening up in an equally honest way.

Lesson 4: Setting boundaries

Setting boundaries is healthy

Setting boundaries is healthy. Although it is important to be open and honest with your mentee, especially at the start of a new mentoring relationship, it is also important to maintain healthy boundaries. Setting and adhering to consistent boundaries limits emotional and physical fatigue, reducing stress and promoting mental well-being. Boundaries can be presented in various forms. Click on each card below to learn more about different types of boundaries.

Communication boundaries

Mentorship research suggests meeting with your mentee at least once per month. At the start of your mentorship, align with your mentee on when, how often, and how you would like to regularly meet.

It is responsible to create communication boundaries at this time. For example, if there are hours of the day when you would prefer not to be contacted, let your mentee know at this time. If you have a schedule that will mean a delay in your reply if your mentee reaches out during a specific day or time, let your mentee know. If you prefer to communicate via text over email, let your mentee know.

Remember, these can be adjusted as needed throughout your mentorship.

Physical boundaries

There should be clear physical boundaries between the mentor and mentee. Physical boundaries refer to your personal space and body.

Of course, it is inappropriate for a mentor or mentee to engage in sexual contact of any kind with their counterpart. However, boundaries on other forms of physical contact may be confusing unless explicitly communicated. For example, you may be someone who is comfortable with hugging as a greeting; but, your mentee may be uncomfortable with this action. It is best practice to refrain from any physical contact with your mentee

Personal information boundaries

Be purposeful about why you share information with your mentee. Remember the intention of your mentoring relationship before disclosing personal information. Ask yourself: will sharing personal information provide guidance or support for my mentee, or can I provide guidance or support without disclosing personal information?

As the mentee's empathetic ear, you are there to listen to the mentee's needs but not necessarily disclose your own concerns. Adhering to your role as your mentee's champion will ensure the focus stays on the mentee, preventing emotional fatigue.

Additionally, consider that there may even be boundaries on sharing based on a person's culture. For example, it is never appropriate to share personal information in some cultures, while sharing is always encouraged in other cultures.

If you do decide to disclose personal information, it is important to be comfortable with what is shared.

Content boundaries

You and your mentee may have differing political, religious, educational, societal, or other beliefs. Topics around politics, world affairs, or any number of beliefs may come up in conversation. There are several strategies you can use to navigate these conversations.

1. Recall the chapter, "Roles of a mentor." It is not your role, as a mentor, to impress your belief system upon your mentee. For example, if your mentee has religious or philosophical concerns, a mentor's role is to direct the mentee to the appropriate resource but not provide the religious or philosophical guidance themself.
2. Take advantage of the discussion guides and mentor briefings shared on your Participant Dashboard. Many of these provide ways to have structured, supportive conversations with your mentee about potentially polarizing topics.
3. Never loan money to a mentee. As a mentor, you may, for example, share recommendations for financial resources you have used to help with budgeting; but, you should not support your mentee financially.
4. If you feel uncomfortable chatting about a given topic, it is perfectly appropriate to let your mentee know you'd rather refrain from the topic. Likewise, if a mentee asks you to change the topic, accept this and move on.
5. Value your own opinions, and the opinions of your mentee. You are two different people. You will naturally also have different ideas! This is one of the ways mentorship can positively impact both the mentee and mentor - by connecting people, mentorship often allows us to learn new things and grow both collectively and individually.

For additional information on boundaries, check out the discussion guide, "Setting Boundaries," on the Resources page on your [Participant Dashboard](#).

Lesson 5: OARS

Like any skill, whether playing the piano or reading a book or swimming, communicating takes practice. The OARS Model is a helpful acronym that describes fundamental communication skills. In this course, we will focus only on open-ended questions and active listening.

Communication Skills: OARS Model

The OARS Model can be used to remember key communication skills.

O = Open-ended questions
A = Active listening
R = Reflection
S = Summarize

Open-ended questions

- Open-ended questions cannot be answered with yes, no, or other one-word answers.

- Open-ended questions help a mentee explore events, feelings, and possible courses of action.

- They help a mentee expand on something and empower them to come up with solutions.

- Asking open-ended questions allows your mentee opportunities to choose what they want to share, rather than putting them in a scenario where there is only one right or wrong answer.

- Open-ended questions develop empathy and trust in that they create a two-sided conversation.
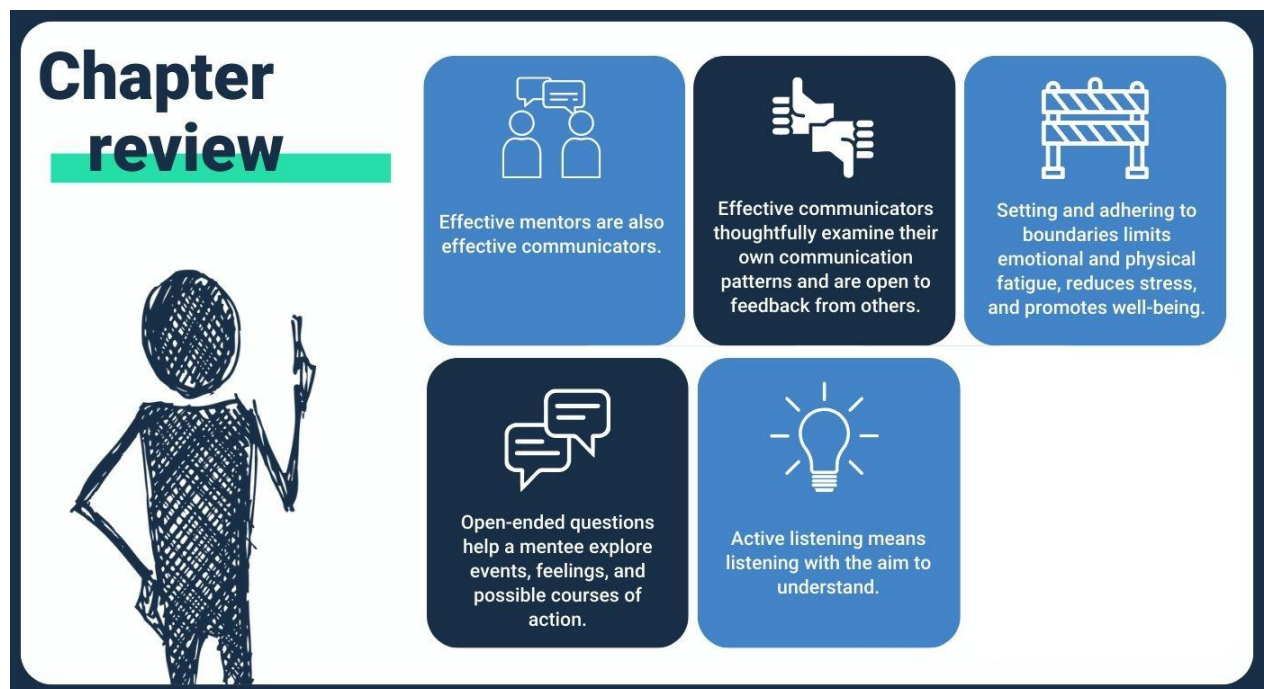
Below is a list of open-ended questions you could use in conversation with your mentee.

1. Describe one of your favorite memories.

2. Who are the most important people in your life? Why are they important to you?

3. What are you hoping to learn as a result of this mentorship experience?

4. What are your five-year goals? Why are these goals important to you?

5. Describe a time you faced a challenge. How did you navigate this experience?

6. Describe a time you experienced growth.

7. Describe one of your favorite learning experiences. What did you learn? What was the learning process like? How have you since applied what you learned to other parts of your life?

8. What habits have helped you be successful?

9. What habits hinder your growth?

10. What are your strengths? How do you use these strengths at school or work?

11. What are your weaknesses? How do these weaknesses hinder your growth at school or work?

12. What is something you enjoy doing, but are not very good at? Why do you still enjoy doing it?

13. What is something you do not enjoy doing, but are very good at? Why do you not enjoy it?

14. How do you prefer to give and receive feedback?

15. How have biases impacted your decisions?

16. What steps have you taken to overcome your biases?

17. What is something you are grateful for? Why?

18. Who inspires you? Why?

19. What is your process for turning a bad day into a good day?

20. How do you practice self-care?

Active listening

- Active listening means giving a mentee undivided attention, focusing carefully on what a mentee is saying.

- Actively listening means listening with the aim of **understanding**, and not rehearsing what you will say next or waiting for a pause to jump in.

- Active listening also includes body language and eye contact.

- The goal for active listening is to deeply understand what the other person is saying: the context, experience, and impact of the topic being discussed.

Lesson 6: Chapter review

You can access this course at any time throughout the duration of your mentorship by logging into your Participant Dashboard. After your mentorship program is over, you will be unable to re-access this course, your course certification, or any other information presented on your Participant Dashboard.

Chapter 6: Final assessment

Lesson 1: Instructions

➡️ After successfully completing each of the previous chapters, you are ready to take the course's final assessment!

➡️ A passing score of 75% is required to be eligible for course certification and matching. The final assessment is a series of ten multiple choice and true-or-false questions. Questions are randomized for each test-taker. Make sure to answer each of the ten questions, and hit submit when you finish completing the assessment.

➡️ If you do not score 75%, you may retake the assessment. Consider reviewing the course material before retaking the final assessment. You may return to previous chapters or lessons at any time during the course.

➡️ After passing your final assessment, you will be directed to a page where you can download your course certification or share it directly to your LinkedIn or other social media.

Good job!
You passed this quiz with a score of

90%

You need 75% to pass

CONTINUE →

RETAKE QUIZ
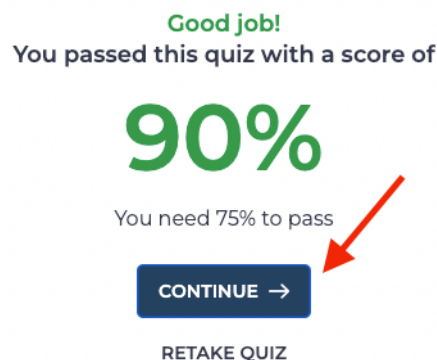
➡️ You may return to this course at any time throughout the duration of your mentorship to review course material or re-access your certification by clicking on this course from your Participant Dashboard.

➡️ After your mentorship program is over, you will be unable to access this course, your course certification, or any other information presented on your Participant Dashboard.

➡️ There are additional (optional) course resources available after you complete your final assessment. Find these in the chapter marked "Ongoing learning." These resources include info on other Mentor Collective courses, this course's works

consulted, and certification support.

➡️ Once you receive your course certification, you are ready to be matched! You will be matched as soon as possible with a mentee. Return to your Participant Dashboard for any additional onboarding tasks required by your program, or to check your matching status.

Chapter 7: Ongoing learning

Lesson 1: Additional resources

Other courses

If your school or organization supports the other courses offered at Mentor Collective, you can find them on your Participant Dashboard. These courses may include:

- DE&I Foundations
- Expectations for Career Readiness Mentees

Discussion guides

We also offer dozens of discussion guides and mentor briefings to support you on your mentorship journey. These resources cover many of the topics mentees will want to discuss. You can find these on the Resources page of your Participant Dashboard.

Conversation starters

- Check out this blog post to jumpstart your mentorship conversations.
- Download this list of open-ended questions from the previous lesson on OARS [visit course to access this list].

Other

- Visit our Mentors FAQ page for support answering your questions.
- Learn how to talk about being a mentor on your resume.
- Email us at help@mentorcollective.org if you need direct support.

Lesson 2: Works consulted

Click here to download works consulted for course [visit course to access document].

Chapter 8: Information specific to this PDF

Course certification

If you have downloaded this PDF as an alternative to taking the course in the on-demand course player, you will need to go back into the course player to complete the final assessment before you can receive your course certification, be marked as trained, or be ready for matching. To go back into the course player, simply visit your Participant Dashboard and re-enter the course.

If you are unable to access the final assessment in the course player, please email us at help@mentorcollective.org. Let us know you completed Career Readiness Mentor Training by reviewing this PDF. A customer service representative will get back to you with next steps.

If you have any questions or require additional accessibility assistance, please email us at help@mentorcollective.org.