Webinar Series:
How to be a Good Mentee

Shane Nelson
Vice President, Editor, DiversityInc Best Practices
Meet Our Panelists

Diane Bailey-Boulet, Senior Inclusion & Diversity Professional, **Humana**

Latisha Schmitt, IT Diversity & Inclusion Lead, **Humana**
How to be a good mentee

October 30, 2018
Diane Bailey-Boulet & Latisha Schmitt
Quick Poll: Do you have a mentor currently?

- Yes
- No
Create an engaging framework

- Make it easy
- Collect a ticket for entry
- Begin with the end in mind
Overview of guidance to offer mentees

Establish the mentor connection

Maintain & grow your relationship

Evaluate & celebrate your journey
Identify your potential mentor

• Stay focused on the goals you want to achieve.
• Discuss finding a mentor with your leader and leverage their network.
• Use your professional network.
• Ask your personal Board of Directors for help.
• Join a Network Resource Group.
• Mentors should share a genuine interest in your well-being and be open to a mentoring relationship.
Be an effective mentee

1. Be an active listener.
2. Mind your mentor’s time.
3. Be engaged and energizing.
4. Receive feedback with grace.
5. Give back.
Progress: how are we doing?

- Are we meeting with the appropriate frequency and for the right length of time?
- Are we following-up on our action items coming out of each meeting?
- What could I do differently to help you get more out of this relationship?
- Are we meeting the goals we set at the beginning of the relationship?
- Are there any changes we should make to my Action Plan?
Wrap up the mentorship

In your closing meeting

– Review your goals and accomplishments together.
– Discuss the key takeaways you’ve had from the experience.
– Acknowledge the professional development takeaway that was most important to you

Celebrate your mentorship

– Consider sending a special thank you to your mentor, like a hand-written note to express appreciation.
– Send appreciation to the mentor’s leader to acknowledge their influence and impact.
Questions?
Q&A
Upcoming

• **Nov. 13, 2018 | How to Leverage Veterans to Achieve Business Objectives**
  • Keith Nattrass, GM Military & Veteran Affairs, **General Motors**
  • Tim Stoner, Partner, Cybersecurity & Technology Services and Chris Crace, Veterans Advocacy & HeForShe Network Leader, **PwC**
  • Jerry Quinn, Military Programs Manager, Wells Fargo

• **Next year’s webinar schedule will be up by next week.** Visit [https://www.diversityincbestpractices.com/st/Webinars](https://www.diversityincbestpractices.com/st/Webinars)
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