

# APPA Mentee

## PROGRAM

### **What is the mentee expected to deliver to the relationship?**

Your primary role is to show up prepared to engage the mentor. Early in a mentoring relationship, the mentor may offer some agenda items for consideration and may even have some desired outcomes in mind. However, you should quickly assume the responsibility for bringing the topics of conversation and for driving to some beneficial outcome.

You are the primary beneficiary of this mentoring relationship. If you don't drive the issues being addressed, the relationship may dissolve. The mentor is willing to spend time with you only if you genuinely want to learn and grow. If your behaviors don't demonstrate that interest, the mentor can easily find better things to do.

The agenda items are likely going to be opportunities where you can initial significant improvement. You are the source of inquiry, posing the questions initially. The mentor offers deeper, more far-reaching perspectives. You both seek possible answers. There are usually many options before any one answer emerges victorious.

You may take the lead in generating a plan of who will do what by when. Usually, you are expected to report significant progress against

the plan by the next time the two of you meet.

As in any relationship, mutual respect is necessary. Further, you should express gratitude often. The mentor's time, experience and energy is a gift. If you're not appreciative, the mentor my focus elsewhere!

## **Mentees should:**

**Ask good questions.** Would-be mentors are most receptive to people who ask good questions. What makes a good question? It should reveal that you are both directed and driven. But the question should also demonstrate that you understand the mentor's expertise and you can use it well. So, a question like, "What should I do with my life?" would be out.

**Don't expect miracles.** A mentor is not going to rescue your whole career, even if they can. People want to mentor a rising star, so look like you're on track when you ask for help.

**Be a good listener.** This person is not your therapist. You ask a question, and then listen. If the mentor needs to know more, they'll ask. Do not tell your life story.

**Prove you're serious.** You can demonstrate that you're hungry for counsel by implementing the advice your mentor gave, showing the result, and then going back for more. So, if your mentor suggests you get on project X, get yourself there, and do a good job, and report back to your mentor that you are grateful for the advice because you were able to learn a lot and shine. Your mentor will be much more willing to give you their time and energy after you've proven yourself to be a quick and eager study.

Thank you for your interest in the **APPA Mentoring Program**. In order to file a completed application, we will need the following from you:

1. A completed Application form
2. A brief Bio or Resume
3. A Strengths/Weaknesses assessment

The application package must be submitted to APPA via email to [info@joinappa.com](mailto:info@joinappa.com).

Name:

Address:

Phone:

Email:

Name of Company:

How long have you worked there? Or how long have you owned the company? How long have you been an APPA member?

1. Have you ever been part of a mentoring relationship before? *Please describe your experience.*
2. I want to join this mentoring program because...
3. What expectations do you have for your mentor?
4. What expectations do you have for yourself and your experience in the program?
5. What do you hope to get out of a mentoring relationship?
6. What are your goals for the next year for your career or business?
7. Are there certain attributes, skills or experiences you would like your

mentor to have?

8. What do you think your role will be in the mentoring relationship?

9. Interests/avocations

10. How will you define a successful outcome at the end of this program?

11. Which 3 areas do you specifically want to improve in the next 5 months?

12. Please provide any further comments that would assist in you being selected for the program and any comments that may be relevant in pairing you with a mentor.

This Mentoring Program is administered by the APPA Membership Committee. Individuals who wish to participate in the program must agree to the following requirement:

1. Participants agree to be involved in the program for a full session (January 15th-May 31st or July 1st -November 20th).
2. The Mentor and Mentee agree to meet regularly during that time, based on the frequency they determined.
3. The Mentor and Mentee agree to participate in scheduled conference calls.
4. The Mentor and Mentee agree to submit periodic progress reports to the APPA Membership Committee.

The Mentor and Mentee recognize that confidential and/or proprietary information may be discussed in the course of their mentoring relationship. Individual participants must agree to honor the trust relationship between the mentoring pair, and must never discuss confidential and/or proprietary information with any outside party.

Participants agree to notify the Membership Committee if any issue arises between members of the mentoring pair.

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Name:

Signature:

Date: