



UNIVERSITY OF WISCONSIN
LA CROSSE

**MENTORSHIP
SELF DISCOVERY**



**STAFF MENTORING
PROGRAM**



**ADAPTED WITH PERMISSION FROM
THE UNIVERSITY OF WASHINGTON**



YOUR PAST MENTORS

This activity invites you to look back and identify past mentors and reflect on the characteristics that helped make those relationships successful. These could be coaches, relatives, teachers, friends, or colleagues.

Ask yourself:

- Who has had a unique and important impact on my life?
- If I hadn't met _____, would I have learned _____?

Now, focus on just a couple of the people who have come to mind. Complete the sections below to better understand how your development has been enhanced by mentors (whether or not a relationship was officially recognized as mentoring).

MENTOR'S NAME: _____

How the mentor helped me

The characteristics the mentor possessed that helped me grow

What I did to make the most of the relationship



YOUR PAST MENTORS CONTINUED

MENTOR'S NAME: _____

How the mentor helped me

The characteristics the mentor possessed that helped me grow

What I did to make the most of the relationship

MENTORING BENEFITS

This chart aligns the benefits of mentoring with specific growth areas. Take a moment and circle the checkmarks that are important to you and then tally your circled checkmarks.

	<i>Assistance with my career goals</i>	<i>Broaden my perspective</i>	<i>Expand my network</i>	<i>Improve job performance and satisfaction</i>	<i>Self- development / personal growth</i>
Learn from another person's vision, experience, and knowledge.	✓	✓			✓
Obtain career advice and planning assistance.	✓	✓			✓
Get more involved in things <i>inside</i> my organization.				✓	
Get more involved in things <i>outside</i> my organization.		✓	✓		
Learn more about myself and develop my skills.					✓
Gain assistance solving problems and changing my perspective.		✓		✓	
Remain valuable to my organization.				✓	
Explore new ways to contribute to my organization.		✓		✓	✓
Develop a new adult-to-adult partnership.			✓		✓
Build my self-confidence.					✓
Have a "safe" person to bounce ideas off.		✓		✓	
Increase my energy and interest in my work.				✓	✓
Become more comfortable in my organization.				✓	✓
Gain understanding about the organizational culture, appropriate behaviors, attitudes, and protocols.		✓		✓	
CIRCLED CHECKMARKS					



DETERMINING YOUR NEEDS

Having a better understanding of your needs may help you identify an appropriate mentor. Work through one or more of the questions below to help you reflect upon and articulate your needs.

Looking at the benefits you circled on the previous page, as well as the growth areas they align with, reflect on what objectives or aspirations you might have for a mentoring relationship.

Read job descriptions or postings for positions you aspire to hold in the next three to five years. What skills do you have already? What skills/experiences do you need to develop to be qualified for these positions?

List three basic needs you have in your current position here at UWL. How can your mentoring relationship help you meet those needs?



CLOSING THOUGHTS

Looking over the pages you've completed,
summarize what you've discovered so far.

My past mentors proved valuable to me because...

Mentoring would benefit me right now because...

My immediate needs and long-term objectives include...
