The following suggested mentoring activities are not meant to be a comprehensive list. There are many ways to contribute to a successful mentoring relationship and it is up to the mentor and mentee to determine which activities will best contribute to their shared goals.

**Get Acquainted:** For the first meeting, it may be helpful to discuss your backgrounds, interests, career goals and any expectations and goals of the mentoring relationship. Discuss communication preferences and establish a schedule for future meetings.

**Share Career Histories:** Each take turns sharing the story of how you got to where you are now. What was planned? What was unexpected? What do you see in the future?

**Review your CVs:** Exchange, review and discuss each other’s resumes. How are key achievements represented? Are there differences in how you both present yourselves?

**Provide feedback:** Mentors review and offer written or oral feedback on a presentation, a report, or an eportfolio prepared by mentees.

**Provide networking opportunities:** Mentors can introduce their mentees to individuals who could prove to be valuable professional contacts.

**Suggest resources:** Mentors suggest books, articles, organizations, conferences, websites, podcasts, or other resources that would be valuable for mentees to know about. Consider attending a conference or on-campus lecture together.

**Discuss industry trends and culture:** Discuss what training and skill development is expected in the industry. Talk about work/life balance, workplace etiquette, and professional standards. Mentors can identify employers they know in the industry and thoughts on their work environments.

**Address mentee challenges:** Mentors spend time discussing how mentees dealt with a challenging situation. What was the outcome? If appropriate, brainstorm alternate ways to overcome that challenge.

**Role play:** Role play how to address a challenging situation to practice skills such as an upcoming interaction that a mentee is unsure about or with which a mentee would like guidance.

**Discuss interpersonal skills:** Talk about the type of people you both find most difficult to work with and the strategies for more effective interactions. Also discuss the types of people you both enjoy working with and why.

**Focus on strengths:** Discuss what each perceives to be personal strengths, ways to further develop these skills, and the potential problems that can result from an over-reliance on them. Discuss how the student’s skills may be applied in the industry.
**Address perceived weaknesses:** Discuss what each perceives to be personal weaknesses, strategies to strengthen skills in these areas, and the potential advantages the perceived weaknesses can offer.

**Team up:** Agree to read an article or watch a video that you can discuss at your next meeting. One suggestion is the treatise on white supremacy culture that shows up in organizations written by Jones and Okun at [http://www.cwsworkshop.org/PARC_site_B/dr-culture.html](http://www.cwsworkshop.org/PARC_site_B/dr-culture.html).

**Check in:** Make a point of checking in periodically to assess the satisfaction of both the mentor and mentee with the mentorship experience. This provides the opportunity to implement changes during the program, instead of learning at the end of the program what would have made the experience even better. At a minimum, conduct an informal assessment at the midway point of the program to see if either party has any suggestions for improving the meetings that remain.

Some of these activities were adapted from [http://www.halogensoftware.com/blog/20-great-ideas-for-work-mentoring-activities-infographic](http://www.halogensoftware.com/blog/20-great-ideas-for-work-mentoring-activities-infographic)