

## Mentoring Activities

Use the recommended activities and topics below to engage your mentee and improve the quality of your interactions.

### Beginning the Mentoring Relationship

- Using Ohio's Educator Standards, have your mentee complete the [Mentee Self-Assessment](#) and use the results to establish focused goals.
- Complete the [Mentoring Action Plan](#) to establish collective agreements and goals to ensure your meetings stay on track.
- Ask your mentee to create a vision for where he/she wants to be in five, ten, and/or fifteen years in relation to his/her career goals.
- Discuss the organizational culture, values, and norms.
- Help your mentee understand the common language of the profession.

### Developing the Mentoring Relationship

- Identify an article or book that you feel would be beneficial for your mentee to read. Plan a time to discuss the reading at an upcoming meeting.
- Identify professional organizations or professional development opportunities that might benefit your mentee.
- Share a life experience that had a significant impact on your career trajectory.
- Attend a professional meeting together and introduce your mentee to other educators in the field.
- Invite your mentee to come observe you.
- Observe another educator with your mentee.
- Pick one area to focus on that aligns to their goals, and debrief about the strengths of the focus area.
- Include the mentee in one of your meetings or conference calls as appropriate.
- Ask your mentee to share a situation with you that they feel they handled poorly and how they might have handled it differently in retrospect. Offer your feedback.
- Role play how to address a particularly challenging situation your mentee may be having.
- Describe the most challenging moment in your career and how you handled it.

- Ask your mentee to identify risks, difficulties, or stress they are facing in the coming months. Discuss strategies for minimizing stress and preparing in positive ways to handle these challenges.

## Concluding the Mentoring Relationship

- Plan a way to celebrate your work together and the success of your mentee.
- Share the things that you learned from your interactions with your mentee and how they have impacted your professional practice.