



FINDING A CAREER MENTOR

Learning how to navigate your career journey is not always easy.

Oftentimes you need guidance, whether formal or informal, to help put together the puzzle pieces of your career path. Having a mentor to provide support and accountability can be extremely valuable through the duration of your career. So, what exactly goes into career mentorship and how do you establish this relationship?

The role of a career mentor

A career mentor serves as a guide and can help you to develop professionally and reach your desired career goals. This individual can serve as your career champion and offer insight and expertise as it relates to your career progression.

Benefits of career mentoring

Let's be honest, navigating the job search alone can be challenging. We don't know what we don't know, and having someone who can point you in the right direction can be critical to your career success. A mentor can:

- ➔ Provide short- and/or long-term career insight
- ➔ Help you gain clarity around your career path
- ➔ Provide guidance throughout your job search
- ➔ Help you identify valuable professional resources
- ➔ Support you in creating effective action plans
- ➔ Help you expand your network
- ➔ Serve as a career advocate

What should I look for in a mentor?

Intentionality is key in the process of seeking out and securing a career mentor. As you grow your network and build relationships with potential mentors, look for people who understand your role and industry, have relevant experience, and are enthusiastic about sharing their expertise. A great mentor is eager to invest in others.

A mentor you have a shared identity with can help you work through struggles you might face that stem from how your identities influence your career path, such as feeling imposter syndrome in the workplace. However, there are still many benefits to having a mentor with a differing identity to you. They can bring a new perspective and challenge you in ways you might not have considered.

- ➔ DePaul's Alumni Sharing Knowledge Network (ASK)
- ➔ Connections from friends and family
- ➔ Network of your professors or employers
- ➔ Current and former coworkers and supervisors



Your Role as a Mentee

While it's important to be intentional about finding a mentor, don't force things. Mentorship is a relationship that will develop over time. The goal is to form professional relationships that have room to grow. So, it's equally important to think about your value and how you will contribute. Before seeking mentorship, here are a few tips to be mindful of:

- 1 Have clear goals in mind that you can share as it relates to your career plan; articulating your goals will help your mentor point you in the right direction
- 2 Be open to constructive feedback and advice
- 3 Identify opportunities to help your mentor in their endeavors
- 4 Be sure to show appreciation for your mentors' insight, time, and their willingness to help you

