

Guidelines for being a Mentee in the USCC Young Professionals Mentorship Program

First of all, we are glad that you are a part of our Pilot Mentorship Program. This program is designed to put you in touch with veteran in your area and gain valuable insight and advice to help advance your career. You will be meeting with your mentor twice over the next two months. To help you get the most out of these meetings we've created the following guidelines.

Your First Meeting

Your first meeting is a time for you and your mentor to get to know each other and see how your relationship can best benefit you. Keep in mind that we've carefully selected our mentors and they are very excited about talking to you. The most important thing for you to do is ask a lot of questions. Your mentor will be delighted to answer! After your first meeting, a representative from the USCC Young Professionals group will call you to have a brief interview to see how the meeting went. Here is a list of some topics to discuss and questions to ask during your first meeting.

- Start by learning as much as you can about your mentors background and history. When did they enter the industry? What jobs have they had and where have they worked? What do they currently do?
- You should also explain how you got into the industry and what you currently do. What are your favorite things about composting?
- Once you and your mentor have gotten a feel for each other it will be time to dive deeper.
- Discuss challenges your mentor has faced and how they have overcome them. What has been your mentors greatest challenge since getting into the compost industry?
- Explain the challenges you are currently facing and what you are doing about them. Has your mentor experienced similar challenges?
- What are some important things you can be doing to progress your career in the composting industry?

Your Second Meeting

Now that you know your mentor a little better, you can take this meeting where ever you want. We recommend making a list of topics and questions you have before the meeting. Sufficient preparation will make this encounter most effective.

Mentoring Is Not:

1. Coaching or counseling: the mentor will provide advice and answer the mentees' questions to the best of his or her ability; however, the mentor is not expected to provide extensive guidance, such as helping the mentee to make difficult decisions or confront significant challenges.
2. A performance management tool: the mentor will give advice on how the mentee may advance his or her career; however, the mentor is not expected to evaluate the mentees' career performance.

Please be respectful of your mentor's time and keep the meeting less than 45 minutes.