

Guidelines for being a Mentor 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 a young professional in your area of expertise and allow you provide valuable insights and advice, while putting you in touch with the next generation of composters. You will be meeting with your mentee twice over the next two months. To help you and your mentee 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 mentee to get to know each other and see how your relationship can best benefit both of you. We have asked that our mentees ask a lot of questions and take responsibility for setting up meetings. Remember that you are the veteran and your mentee may be very new to the industry. The mentee may not know where to begin, so please guide them. 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. The following are some talking points that may stimulate conversation

- Learn as much as you can about your mentees background and history. When did they enter the industry? What jobs have they had and where have they worked? What do they currently do? What did they do before getting into compost?
- You should also explain how you got into the industry and what you currently do. What are your favorite things about composting?
- Discuss challenges your mentee has faced and how they have overcome them. What has been your mentees greatest challenge since getting into the compost industry?
- Explain the challenges you are currently facing and what you are doing about them. Has your mentee experienced similar challenges? Tell them about your greatest challenges in the past.
- What are some important things your mentee can be doing to progress his or her career in the composting industry?

Your Second Meeting

Now that you know your mentee a little better, you can take this meeting where ever you want. We have recommended that your mentee make 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.