



Beedie   
LUMINARIES

**BEEDIE LUMINARIES**

# MENTORSHIP PROGRAM GUIDELINES

Please make sure to complete your  
Mentor profile [here](#).



# Mentorship Guidelines for MENTORS

As a mentor to a Beedie Luminaries' student, you recognize the magnitude of the responsibility that you accepted in choosing to work with youth and agree to interact appropriately with your mentee according to the highest ethical standards at all times.

- Please try to connect or meet with your Mentee at least once a month. We do ask that the Mentee be responsible to initiate the meetings. You and your mentee can mutually agree if you wish to meet more often or less often than once a month, and whether you wish to meet via Zoom, text, phone, in-person, or a hybrid. In-person meetings should always occur in a public place such as coffee shop, library, restaurant, etc.
- We would ask that this commitment be for the duration of the student's post-secondary journey, but at minimum, a two-year commitment.
- We will be asking for a brief survey, twice a year (January and June), with an update on the progress of your relationship. We will leave it up to you and your mentee to decide if you wish to continue your meetings during the summer.
- The mentor/mentee relationship takes time to build. Try to avoid bringing anyone else when you are with your mentee. However, if you are mentoring more than one Luminary, inviting both to the same meeting is certainly an option to give the students, as it may help facilitate conversation. The mentor should be judgement-free and empower the mentee to make right decisions without actually deciding for the mentee.



**WATCH MENTOR  
VIDEO HERE!**

## Mentorship Guidelines for

# MENTORS CONTINUED

- Discussions between you and your mentee are considered confidential. Be careful about sensitive personal issues. Problems that your mentee may share with you regarding substance abuse, mental health, physical or mental abuse are best handled by professionals. If you have any concerns, please contact one of our Student Success Managers, Anisha Arora (Cohorts 2019, 2020, 2021, 2024 + Graduate Studies) at [Anisha.arora@beedie.ca](mailto:Anisha.arora@beedie.ca), Hala Nugent (Cohorts 2022 & 2023) at [Hala.Nugent@beedie.ca](mailto:Hala.Nugent@beedie.ca), or Dal Sohal (SPARK + RISE) at [dal.sohal@beedie.ca](mailto:dal.sohal@beedie.ca). If you feel that the safety of your mentee or others is at risk, call 911 for immediate assistance. This requirement should always be discussed at the beginning of the relationship to inform the mentee of your obligation to report safety concerns.
- Please refer to the handy one-page reference sheet on page 7 to help kick-start the conversation.



## Thank You

Your commitment and dedication to your mentee may be the most profound opportunity that you experience. The quality of the relationship you build directly influences the future of the student. Please maintain professional standards, improve your mentor skills and exercise good judgment when engaged in any activity involving your mentee.

Please note: as we are a BC-based program, we ask that Mentors be located in British Columbia.



For the Mentors:

# THE DO'S

- ✓ Get to know your mentee. Try to really understand how things are for him or her now.
- ✓ Be positive, patient, dependable, honest and sincere.
- ✓ Be consistent, but flexible. Expect changes in plans.
- ✓ Encourage, praise and compliment – even the smallest of accomplishments.
- ✓ Be an active listener. Use language that's easy to understand.
- ✓ Give concrete explanations.
- ✓ Be straight, honest and sincere (people pick up on falseness and shallowness).
- ✓ Ask for opinions and participation in decision-making.
- ✓ Work with your mentee. Share your knowledge rather than giving advice.
- ✓ Be enthusiastic – it's contagious.
- ✓ Stress the positive.
- ✓ Be firm. Have your mentee assume responsibilities and hold him or her accountable.
- ✓ Help your mentee use mistakes as learning experiences.
- ✓ Be fair – they'll notice if you're not.
- ✓ Help identify your mentee's talents, strengths and assets.
- ✓ Tell your mentee about yourself, especially what you remember from your school years.
- ✓ Help them identify the significance for their own lives of the information you are discussing (e.g., possible future profession, similar experiences, etc.) – tell them how they can use the information.
- ✓ Learn to appreciate your mentee's cultural and ethnic background. Strive toward cultural reciprocity.
- ✓ Be open to what your mentee can teach you or share with you.
- ✓ Honor Your Commitment – This is extremely important!







For the Mentors:

# THE DON'TS



- ✘ Expect to have instant rapport with your mentee.
- ✘ Be lenient in order to be liked – it won't earn their respect, and they need consistency and structure.
- ✘ Lecture, moralize or preach.
- ✘ Tell them what to do (instead, you should suggest, invite, encourage).
- ✘ Make promises you can't keep.
- ✘ Be convinced that what mentees say is always what they mean.
- ✘ Pry into the young person's life. If a mentee pries into your affairs, it is okay to say that some things in your life are private just as they are in his or her life.
- ✘ Be afraid to admit that you do not know an answer or that you have made a mistake. Find the correct answer and learn together. It helps the mentee to see that you are learning too.
- ✘ Interpret lack of enthusiasm as a personal rejection or reaction to you.
- ✘ Be sarcastic or use excessive teasing.
- ✘ Lend or give money or spend a large amount on planned activities. If you wish, you can make a contribution to the Foundation's discretionary fund to support expenses school/life for students who are most financially needy.
- ✘ Violate confidences, with the single exception of crisis intervention situations, in which case you must contact our Student Success Managers or 911 immediately.
- ✘ Forget your own adolescence. What do you wish an adult had said to you or done for you at that time in your life?
- ✘ Don't try to be a teacher, parent, disciplinarian, therapist, Santa Claus or babysitter, but rather be a consistent friend.

# RELATIONSHIP LAUNCH



## INITIAL MEETING & SUGGESTIONS

### EDUCATION & CAREER

What are a few highlights from your past in each area?

### PERSONAL & SOCIAL LIFE

What obstacles have you encountered in each area?

### TRANSITION TO ADULTHOOD

What are the things you are discovering now in each of these areas?

## SETTING FUTURE EXPECTATIONS

- How often would you like to touch base?
- What mode of communication is best for you?
- What would make our conversations great for you?
- Are there any topics you know you would like to talk about this year?

## FUTURE MEETINGS / CONTINUED EXPLORATION

The following questions are designed to be a guideline only as a starting point for your open discussions and then branch off as you see fit. You can use these questions every meeting or use them as a milestone check-in whatever works best for you! Both Mentee and Mentor can answer these questions. There is an opportunity for both of you to teach each other and grow together as you share your unique life experiences.

### EDUCATION & CAREER

- The next stage that I am anticipating in my education/ career is \_\_\_\_\_
- Something I wish had done better recently is \_\_\_\_\_
- What is a recent accomplishment that you are proudest of?
- What was the ability you demonstrated in this accomplishment?
- How might that ability be a part of your future education/career?

### TRANSITION TO ADULTHOOD

- Something I am avoiding is \_\_\_\_\_ why \_\_\_\_\_
- Something I am dealing with that is new for me is \_\_\_\_\_
- What's the most exciting thing about becoming an adult?
- What's the most daunting thing about adulting today?
- What modification could you make that would create the biggest positive difference in your life right now?

### PERSONAL & SOCIAL LIFE

- What are your hopes for the future?
- What are some of your fears about the future?
- A part of my identity that I feel is changing is \_\_\_\_\_
- An area of life I feel confident in right now is \_\_\_\_\_
- A question I am asking myself a lot recently is \_\_\_\_\_
- What about your own thoughts have surprised you the most lately?