

### Student-Alumni Mentorship Program

#### Meeting No. 1: Values

*"You don't become what you want, you become what you believe." – Oprah Winfrey*

Your core values are the principles that you find essential to live out in your life. It's no surprise that alignment with your core values produces happiness and fulfillment.

To get to know each other, explore your values and goals together:

1. Star 20-25 values that resonate with you from the list provided. Next, narrow your selection and circle five core values. Share these with each other by defining what each of your five **core** values means to you. (A virtual version of the values card sort can be found online at [icscareers.com.au/card-sort](https://www.icscareers.com.au/card-sort).)
2. Revisit the personal and/or professional goals that you identified when you signed up.
3. Discuss how your values align with your goals:
  - Can you see connections between your values and goals? If so, how so?  
If not, why do you think that is?
  - In the past, how have your values provided momentum in your pursuit of goals?  
Have certain values hindered your pursuit of goals? If so, when?
  - Where do your core values conflict with one another?

#### ***Looking ahead (final 10 minutes):***

Discuss the following: How do you define success? How is your definition informed by your values?

In the next mentorship session, you will work on setting a goal, so spend time thinking about how your definition of success could help you focus on a worthwhile goal.



## Values Exercise Worksheet

|                       |                      |                |
|-----------------------|----------------------|----------------|
| Accountability        | Fitness              | Power          |
| Achievement           | Freedom              | Productivity   |
| Adventure             | Friendship           | Quality        |
| Authenticity          | Fun                  | Recognition    |
| Authority             | Growth               | Relationships  |
| Balance               | Happiness            | Religion       |
| Caring                | Harmony              | Respect        |
| Challenge             | Honesty              | Responsibility |
| Change                | Honor                | Responsiveness |
| Collaboration         | Humility             | Risk-taking    |
| Commitment            | Humor                | Safety         |
| Community             | Imagination          | Security       |
| Competence            | Independence         | Service        |
| Competition           | Individuality        | Sharing        |
| Cooperation           | Innovation           | Simplicity     |
| Country               | Integrity            | Spirituality   |
| Courage               | Justice              | Stability      |
| Creativity            | Kindness             | Status         |
| Curiosity             | Knowledge            | Strength       |
| Customer Satisfaction | Leadership           | Success        |
| Discipline            | Learning             | Teamwork       |
| Diversity             | Legacy               | Tradition      |
| Education             | Love                 | Trust          |
| Effectiveness         | Loyalty              | Truth          |
| Efficiency            | Meaning              | Uniqueness     |
| Empowerment           | Money                | Variety        |
| Entrepreneurship      | Order                | Vitality       |
| Equality              | Passion              | Wealth         |
| Excellence            | Patience             | Winning        |
| Expertise             | Perfection           | Wisdom         |
| Fairness              | Perseverance         | Work           |
| Faith                 | Personal Development |                |
| Family                | Philanthropy         |                |

**Notes:**

## Meeting No. 2: Goals

*"A goal without a plan is just a wish." – Antoine de Saint-Exupéry*

Thinking about your five core values and personal definition of success, set a simple and achievable goal using the SMART Goals strategy. SMART stands for Specific, Measurable, Achievable, Relevant and Time-bound.

- **[Specific]** My goal is to \_\_\_\_\_ .  
*[State what you want to accomplish and the benefits of achieving this goal.]*
- **[Measurable]** To accomplish it I will \_\_\_\_\_ ,  
*[How will you measure your progress? How will you know you've accomplished this goal?]*
- **[Achievable]** which is realistic because \_\_\_\_\_ .  
*[What steps do you need to take to accomplish this goal?]*
- **[Relevant]** I'm excited about this goal because \_\_\_\_\_ .  
*[Why is this goal worthwhile? Do you have the necessary resources to accomplish this goal?]*
- **[Time-bound]** I'll aim to accomplish it by \_\_\_\_\_ . *[How long will it take to accomplish this goal? Write down your target deadline after assessing your calendar.]*

### **Looking ahead (final 10 minutes):**

Discuss a realistic check-in plan regarding the goals you've each set. You know each other's progress measurements and timelines, so add a reminder in your calendars to encourage one another on the path toward accomplishing your goals – you could send a text, email, commit to time in prayer for one another, etc.

## Meeting No. 3: Personal Branding

*“Ensure that your personal brand promise stays consistent, both online and offline.” – Fyiona Yong*

How you present yourself on paper and online should be consistent with your values and goals. Recruiters and hiring managers make at-a-glance assumptions based on the information YOU share, so share with purpose if you want a future shaped by your values and goals.

To get to know each other, explore your values and goals together:

1. **(Mentor)** Discuss the mentee’s résumé and online presence: “When I look at this résumé/LinkedIn profile, I see someone who...”

To guide your feedback, consider the following questions:

- Since you know your mentee’s core values and goals, which aspects demonstrate core values? Which aspects reinforce professional goals? What gaps do you see?
  - What other values seem to be demonstrated outside of the core five?
2. **(Mentee)** Based on your mentor’s feedback, discuss how your résumé/profile could better reflect the values and goals that are important for colleagues/hiring managers to know about you.

***Looking ahead (final 10 minutes):***

**(Mentee)** Make a plan to add to and/or revise a specific element of your résumé or online presence (LinkedIn profile, online portfolio, social media, etc.). You may need to explore organizations to join, pursue a new project/internship, or scrub your social media of inconsistencies. This plan should go beyond basic editing.

**Notes:**

## Meeting No. 4: Career Path & Connections

*“Ensure that your personal brand promise stays consistent, both online and offline.” – Fyiona Yong*

It’s tempting during “storytelling” time to be very practical and stick to the *what*, but the *how* and *why* offer a listener something that’s ultimately much more meaningful and applicable: insight.

To get to know each other, explore your values and goals together:

1. **(Mentor)** Take 10-15 minutes to share your career path story (the insightful version).
  - How did you overcome roadblocks or failure?
  - What successes are you most proud of? When you think about your accomplishments, how did you learn to communicate them to others (such as networking or interviewing)?
  - How did your values inform your journey? Why did you make the choices you did, and why did you prioritize certain values over others?
2. **(Mentee)** Share your career path dreams, uncertainties and any potential plans.
  - What is your ultimate *why*, and what are you looking for in your future career?
3. **(Mentor)** Discuss the importance of being able to talk about accomplishments and strengths and encourage the creation of mentee’s personal pitch.
  - Any tips for overcoming feelings of insecurity or discomfort?
4. **(Mentee)** Draft your personal pitch (aim for about 60 seconds or 75 words). This pitch is a helpful outline for an interview when prompted with, “Tell me about yourself.”
  - How would you describe yourself and your career goals?
  - How can you incorporate your motivational *why* into your personal pitch?

### ***Looking ahead (final 10 minutes):***

**(Mentee)** Discuss some realistic “next steps”: introductions, informational interviews, networking opportunities to explore, organizations to join, etc. Set a goal of scheduling one informational interview or coffee chat with another professional in line with the mentee’s career path journey. Mentee should be prepared with their personal pitch.

## Reflection Survey via Email

*“Reflection gives the brain an opportunity to pause amidst the chaos, untangle and sort through observations and experiences, consider multiple possible interpretations, and create meaning. This meaning becomes learning, which can then inform future mindsets and actions.” – Jennifer Porter*

Looking back on where you were four weeks ago, take some time to reflect on how mentorship has influenced your mindset and career path.

1. What component of this mentorship experience was a highlight for you and why (Values, SMART Goal Setting, Personal Branding or Career Path & Connections)?
2. What field/industry insights do you take away from this mentorship experience?
3. What 3-5 words would you use to define this mentorship experience?
4. What specific offering did your mentee/mentor provide that you will carry with you?



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