

# **Gateway Career Services Association Colleague Connections Mentoring Program**

## **What is the GCSA Colleague Connections Mentoring Program?**

The objective of this program is to connect entering and experienced Career Services professionals with one another. Entering professionals will gain a stronger connection to GCSA and the Career Services profession as a result. They will have a friendly resource to go for coaching, guidance, and encouragement a mentor can provide. Experienced members will have the satisfaction of serving as a mentor to a newer professional. In addition, everyone involved will have the opportunity to gain a fresh perspective of Career Services by hearing new ideas from each other and to build a new relationship. As a result, Gateway Career Services Association builds a stronger, more cohesive organization.

## **Who is a Mentor?**

A Mentor is any Career Services professional who holds active membership in GCSA and has a direct interest in helping other Career Services professionals improve their knowledge base. They should have strong knowledge in their area, and may choose to be a peer mentor (Director to Director for example) or serve as a mentor for a position they have held in the past (Director to Assistant Director for example).

## **Who is a Protégé?**

A Protégé is any Career Services professional who holds active membership in GCSA and is interested in developing a mentor/protégé relationship.

## **Mentor Responsibilities**

A Mentor's role may be as an advisor or positive role model. No matter what role the Mentor is playing, it is important that he or she maintains the commitment and responsibility that is required including:

- Encourage growth and success of the Protégé.
- Help the Protégé develop confidence.
- Willing to share knowledge and experiences
- Inform the Protégé about training and development opportunities, encouraging them to be an active participant in GCSA.
- Support and actively listen to the Protégé, providing guidance when requested.
- Be available to the Protégé to listen to problems or challenges.
- Be a role model to the Protégé.
- Dedicated to participating in the program.
- Committed to maintaining a positive attitude.
- Patient and a good listener.

## **Program Structure**

Mentoring program participants typically meet in person as a group two to three times per year. Mentor and protégé pairs meet individually as schedules allow, and maintain email/phone contact throughout the program's duration.

## **Interested in Participating?**

Contact Nicole Wood, Vice President for Board & Member Development  
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