



Mentor Role Summary:

A mentor is a supportive industry peer who is interested in helping others grow through shared experiences, guidance, and conversation. Mentors do not need to have all the answers! They simply need a willingness to listen, encourage, and share their experiences with others in the industry. Mentors help mentees navigate opportunities and challenges, build confidence, explore career goals, and foster meaningful connections within the green industry. Mentorship is a collaborative experience where both mentor and mentee learn from one another.

Mentor Responsibilities:

- Partner with your mentee to create a thoughtful, flexible plan based on their personal and professional goals.
- Meet regularly and consistently, in a way that works for both mentor and mentee; either using the provided schedule or developing your own.
- Offer guidance and encouragement by suggesting small, manageable steps to support ongoing progress between meetings.
- Share your lived professional experiences (successes and challenges) to support learning, growth, and connection.
- Help your mentee explore realistic and achievable goals that reflect their interests, strengths, and circumstances.
- Support the mentee in building a clear action plan and celebrating progress along the way.
- Encourage accountability in a supportive, non-judgmental way that fosters confidence and momentum.
- Help the mentee expand their sense of community and professional network within the industry.
- Be a steady resource, sounding board, and source of encouragement throughout the program.
- Stay present, responsive, and engaged during the mentorship experience.
- Be mindful and respectful of each other's time, energy, and accessibility needs.
- Hold conversations in confidence, creating a safe and trusted space for open dialogue.
- Share feedback with the Women's Network to help strengthen and grow the program for future participants.