

Mentee Expectations



Who can join the database as a mentee?

Anyone (18+ and based in the US) interested in connecting with professionals in the environmental sector to support their career goals and/or professional development are welcome to join.

As a mentee, you can be:

- A student attending a US university.
- Unemployed but looking for a job in the environmental sector.
- Currently working in a different sector but interested in switching to the environmental sector.
- Currently working in the environmental sector.

As long as you have a genuine interest in working in the environmental sector, we encourage you to submit a request to join and connect with mentors.

MENTEE REQUEST TO JOIN FORM

To apply, you will need to provide the following information on this [form](#):

1. **Contact Information:** This will allow us to get in contact with you. Please avoid using a work email or provide a secondary email address as work emails can change with career shifts.
2. **General Information:** The form will ask for your job title (if you are currently employed), which is optional. A photo is required but will not be publicly displayed. It will also ask for your affiliation (organization if you are employed, university name if you are a student, if you are a job seeker, etc), and your LinkedIn Profile if you have one.
3. **Mentorship Information:** Finally, the last section will ask for information related to mentorship, such as your professional experience and interests, years of experience in the sector, and a question about what you hope to gain from using the database. These questions will help us learn more about our mentees so we create resources and events that are most useful to you.

All information collected is for internal use so that Green 2.0 can understand its user base to tailor the Mentorship Database and associated resources to be most useful for mentees.

MENTEE EXPECTATIONS

We encourage you to be respectful of all mentors' time and intentional about who you reach out to and why. It is better to reach out to a few specific people who align well with your career goals rather than a large number of people who may only align a little. To ensure meetings are the most meaningful and productive, you should do some research about the mentor and/or their work and come prepared with questions.

Connection Options and Expectations

Mentors should have selected the types of mentorship they are willing to provide based on their expertise and time capacities. It is important to be intentional about the type of mentoring relationship you are looking for and only reach out to mentors who have listed the same types. This will not only facilitate more meaningful connections, but will help ensure everyone's time is respected.

MENTEE EXPECTATIONS (CONT.)

To choose the options that seem the best fit for you, we've outlined definitions and guidelines for each option.



Informational interviews

These connections are typically one off conversations and shorter term relationships. They are often more one-sided, hence the term "interview." Mentees seek to learn more about the mentor's professional experience and/or current position to better inform their own career path. The mentee should come prepared with questions, but mentors should also ask questions to help tailor their advice or information to the specific goals and experience of the mentee.

- These typically occur between people with differences in professional experience and/or position as they are more information gathering and learning oriented.



Coffee break

These are also typically one-off conversations and shorter term relationships. However, they are less structured and more two-sided conversations than informational interviews. Mentees and mentors should come prepared with a few questions, but generally these meetings are more conversational and the aim is for both people to learn more about each other. People can share their career journeys, advice, and connect on a more personal level. Though people often just do one or two coffee breaks, they can also be a great way to begin a longer-term mentoring relationship.

- These can occur between people with differences in professional experience, but can also be great opportunities for people to meet with similar professional experience to connect as peers.



Long-term mentoring

This involves a longer-term relationship between a mentor and mentee, though the timescale is up to the individuals and their preferences. Typically, in these long-term mentoring relationships, people meet on a regular basis (ex: once a month) to get to know each other on a deeper level. Mentors should be genuinely invested in helping their mentees grow professionally and personally. Meeting more regularly provides mentors the opportunity to offer more specific personal and/or professional guidance.

- This relationship typically occurs with mentors with more professional experience than mentees since mentors play a guiding role.



Coaching

These connections are the most specific and advice oriented. They are typically one-off or shorter term relationships. Mentees typically seek the expertise of mentors and get advice on how to deal with specific challenges and situations.

- Because coaching is more advice oriented, this relationship typically occurs between people with differing levels of experience or as a way for peers to connect on similar challenges they both face in their work.

If there is no preexisting relationship or mutual connection, it is generally better to meet virtually before meeting in person, but this is up to the individuals and their preferences.

When you join as a mentee, you will gain access to resources that provide detailed guidance on how to initiate and conduct these different connection types.

MENTEE EXPECTATIONS (CONT.)

Time Expectations

Depending on the types of connections you are looking for, the amount of time you spend on mentor-mentee relationships will differ. If you seek out only informational interviews, for example, you will likely just meet for 30 min to an hour every now and then, whereas if you reach out to find a long-term mentor, you may meet with someone regularly over a long period of time.

After you reach out to a mentor and they respond, it is generally suggested that you email back in a timely manner to be respectful of their time. It is up to you and the mentor to determine how often and when you'd like to meet when you request meetings.

There may be times when it is not realistic for a mentor to meet, but they should do their best to be communicative and transparent when denying requests. Mentors are encouraged to refer you to another suitable colleague and/or reach out to us to see if we know anyone that aligns with what you are looking for. You are always welcome to reach out to us at mentor@greentwopointzero.org if you are having trouble finding someone who aligns with your career goals.

If a meeting is scheduled, we ask that you respect the mentor's time by showing up on time and ending the meeting on time. We understand unpredictable things can happen, so if you are running late or need to reschedule we ask that you remain communicative with the mentor.

