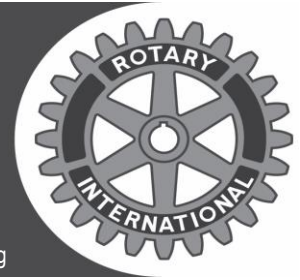




# MADISON ROTARY FOUNDATION

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## MENTORING PROGRAM

A Madison Rotary Foundation scholarship recipient has been assigned to you as his or her mentor during the college years.

*Mentors are influential people who can significantly help their protégés reach their major life goals. They have the power—through who and what they know—to promote their student's welfare, training, or career. They take the younger person under their wings, invite them into a new educational or occupational world, impart wisdom, and care. In return, they receive the satisfaction of helping nurture and develop young talent.*

### **Mentor Characteristics:**

Consideration of the following adult traits and responsibilities will help the mentor to set the emotional tone of the relationship. Specifically, mentors should possess:

- Sensitivity to the student's needs and expectations.
- Good people skills and enthusiasm.
- Time to devote to the mentorship.
- Ability and willingness to help identify potential problems and find solutions.

### **Mentor Responsibilities:**

- This should not be a major time commitment, but please devote the needed time to ensure you meet the student's desired or needed level of connection. These levels vary from student to student.
- Some students may have more difficulty in following through with their end of the relationship than others. Discuss early on what mentorship means to the two of you and how and when you will communicate. Be flexible and let the process flow. Be aware that in some cases language barriers could be a problem if and when you contact the students through their homes.

- If the student has problems or asks for help in some way, be willing to help identify resources and make connections. Don't expect to solve the problem, but rather try to facilitate movement forward in a positive direction. The new committee infrastructure has identified other mentors in the club who are willing to help in various fields of expertise.
- Most students have not asked for technical expertise in a career field. Your primary role is as a civic leader and someone who cares. Networking through your Rotary and business connections will prove helpful.
- Encourage your student to pursue his or her educational goals while also enjoying school. Some students may want to talk about how to maintain a balance between academic and social life. Check in regularly to see how school is going.
- Model social graces. Many of these students have not had the opportunity to learn basic social skills. They will be watching and learning from you with or without your emphasizing any specific ways of behaving.
- Enjoy and get to know the student. Be assured that regardless of how much he or she shows it, your help will be appreciated.
- Continue to be aware that mentoring is a two-way relationship. This is why we ask you to define the frequency and nature of your planned communications at the outset. We will check in with you on occasion to see if you and your student are meeting your communication goals.
- Always emphasize the final goal for the student's support from Rotary: college graduation. Be prepared to stick with this student for a minimum of 4 years. Many students take 5 or 6, and in a few cases even more years to graduate. We will ask you to track and report your scholar's progress toward graduation over the years.