



# Mentor Mapping Activity

A mentor map is a valuable tool for mentees to make the most of their mentorship relationships by strategically selecting, engaging with, and maintaining connections with mentors who can provide the most relevant support and guidance.

The goal of the mentor mapping activity is for the student mentee to identify individuals who can help them achieve their goals and become the best version of themselves.

This should be a living document that continues to evolve as the mentee progresses further along their journey. It is suggested that the mentee update this document every 6 to 12 months.

## ACTIVITY INSTRUCTIONS

Below you will find the Mentor Mapping Template. Follow the steps listed below to complete the activity.

**Step 1:** Prior to the mentor/student mentee meeting, the mentee should take a moment to list all individuals who currently serve as a mentor in each section of their mentor map. For example, who is a family member or friend that provides substantive feedback to you?

Below in the section “EXPLAINING EACH SECTION OF THE MENTOR MAP TEMPLATE” offers questions that will help the mentee identify individuals in their network.

You do not need to fill in every line.

**Note:** *The individuals you list do not need to be mentors in the traditional sense. These can be individuals who have a long-term investment in your success.*

**Step 2:** The student mentee should share with the alumni mentor the individuals they listed and then explain why they are listed.

### Consider sharing:

- Who they are.
- How long the mentee has known them.
- Why they are influential to the success of the mentee.
- Provide examples of how they have positively impacted the mentee's life.



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**Step 3:** The mentor and mentee should now attempt to identify individuals in the mentee's life that could potentially become mentors in each of the sections listed on the Mentor Map. Pay special attention to areas of the Mentor Map that appear especially sparse.

Questions the mentor can ask to help guide the student mentee include:

- Who do you admire? This can be people outside the mentee's existing network like classmates, faculty members, or local leaders.
- Who is an effective leader?
- Which relationships within your network do you especially appreciate?

## EXPLAINING EACH SECTION OF THE MENTOR MAP TEMPLATE

Below are brief descriptions of each section of the Mentor Map and questions to help identify individuals that may serve as mentors in the mentee's life.

**Substantive Feedback** – Who are the individuals that have the ability, and are willing, to provide you with meaningful feedback? These are individuals who can coach you toward increasing your knowledge, skills, and/or attitudes.

**Access to Opportunities** – Who are the individuals that can assist you in gaining access to new opportunities, either personally or professionally? Their assistance can come in the form of directly offering you new opportunities, providing coaching, or introducing you to others that can open new doors of opportunity.

**Accountability for What Really Matters to You** – Who are the individuals that will hold you accountable for your beliefs and values? Some examples of those beliefs and values would be your religious/spiritual beliefs, physical/mental/emotional wellness efforts, or social issues that are particularly important to you.

**Professional Development** – Who are the individuals that will help your development into the professional you want to become?

**Emotional Support** – Who are the individuals that are there for you to help process your emotions and manage your anxiety and stress?

**Community Support** – Who are the other individuals within the community that you respect and can have a positive impact on your growth? Perhaps these are individuals that are not listed elsewhere on the template. Perhaps these are peers, coworkers, classmates, alumni, or local leaders.

**Ask Questions** – Who are some role models that are not directly mentors to you, but exemplify the type of person and/or professional you want to become?



## MENTOR MAPPING





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