



The Society of Women Engineers

Mentoring Groups: Ways to find Mentors

Questions

- What kinds of mentors?
 - Scholastic-based
 - Transition-based
 - Career-based
 - Technology-based
 - Short-term vs. Long-term
 - Flash Mentoring
 - Roundtable Mentoring
 - Virtual vs. F2F
- What kind of mentoring?
 - Goal oriented
 - Situational
 - Directive
 - Advocacy

Once you know what, you can determine who and where

Scholastic Based Routes

- Peer to peer mentoring may work best here – reach out to TAs, or onsite organizations – partnerships work well here too.
- Students are busy – mentoring roundtables or flash mentoring may work best (and is a small investment of mentoring time as well)

Transition-based Routes

University to Career

- Universities often have mentoring programs with alumni mentors – look for partnerships
 - If no mentoring program, ask university to send out an alumni request
- Reach out to talent acquisition/recruiters from corporations – ask for mentors (but expect them to recruit)

Military to Civilian

- Reach out to Government/Industry Organizations
 - National Defense Industrial Association
 - Women in Defense

Career-based Routes

- Most companies have mentoring programs already established – start there
- Look for affinity groups in your area – partnering opportunities

Technology-based Mentoring

- Another good place to reach out to affinity groups, but technology focused (e.g. local IEEE chapter may be open to mentoring)

Other Avenues

Leverage your internal and external networks (Don't forget LinkedIn, Facebook)

Consider Employee Resource Groups within companies

Don't be afraid of virtual mentoring – mentors don't have to be F2F to be effective