Exercise #3

Create a Peer Mentoring Plan

In this exercise you will plan how to select the peer mentor/mentee pair, assess the needs of the mentee, prepare a mentoring plan, and personalize the lessons to meet your desired mentoring goal and mentoring objective.

Instructions: Select a scenario from Peer Mentoring Scenarios #1-4, and focus on the stated mentoring goal and objective for your peer mentoring project. Answer the questions below to create a well thought-out mentoring plan.

1. How will you identify a potential mentor or a potential mentee for this mentoring need? What qualities or aptitudes are you looking for in the mentor or mentee?

    - Who would this be in your learning environment?

2. How will mentor and mentee assess the learning needs? What skills or experience does your mentee already have to build upon? Or, what is already working well?

3. What skills does your mentee need to acquire and practice?

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4. In structuring the mentoring plan, what areas of learning need to happen first? What factors may affect the timeline for particular areas of the mentoring plan?

5. Looking at each component of the mentoring plan, how could you personalize the work plan to the individual mentee? Consider how that person thinks and learns, and what would build upon his or her prior experiences or personal strengths. Be creative in your approach to facilitating an experience that will speak to that person.

6. What follow-up measures could be built into your plan?

7. How will you know if the mentoring has succeeded in preparing your mentee for the new role? How will the mentoring outcome be measured?

8. How will you acknowledge and congratulate the peer mentor and/or the mentee?