

## What is Mentorship?

Mentorship is a supportive relationship where someone with experience (the mentor) shares what they've learned to help someone else (the mentee) grow in their career. It's about making time for real conversations, asking good questions, and learning from each other.

In forestry, that might look like exploring different job options, figuring out how to handle change, building confidence, or finding work that feels right for you.

Every mentorship is different—it should be shaped by what both the mentor and mentee want to talk about, learn, and work toward together.

## Getting Started with Mentorship

Your first few conversations are all about getting to know each other and setting the tone for how you'll work together. This is your chance to build trust, share a bit about who you are, and talk about what you each hope to get out of the experience.

Chatting about your interests, what you're curious about, how you like to communicate, and what kind of support you're looking for can help build a strong and respectful foundation.

<b>Questions from the Mentor to the Mentee:</b>	Notes
What brings you to this mentorship experience?	
What's feeling most exciting or uncertain for you right now?	
What are you hoping to learn or explore?	
How do you like to receive feedback or encouragement?	
How do you prefer to communicate (email, phone, in-person, etc.)?	

<b>Questions from the Mentee to the Mentor:</b>	Notes
What parts of your experience are you most excited to share?	
What do you love most about your job or your career so far?	
Can you tell me about a moment that helped shape your path?	
What was most helpful to you when you were starting out?	
What's the best way to stay in touch with you—email, phone, meeting in person?	
What's the best way I can respect your time and experience?	

**Mentee Goals During the Mentorship**

These are things you'd like to learn, explore, or build confidence in during your time in the mentorship. They can be skills you want to develop, experiences you want to try, or areas where you'd like some support.

	Goal	Why it matters to me	Steps you might take	Supports you'll need
1				
2				
3				

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**Your Longer-Term Goals (Beyond the Mentorship)**

Let's take a look at the bigger picture. What are you working toward in the next few years? This could include career goals, education plans, personal growth, or the kind of work or life you're dreaming about.

**Instructions:**

Write down any longer-term goals you have—big or small. Don't worry about having it all figured out. Just start with what's on your mind or what feels important right now.

Goal	Why it Matters to Me	Steps I might take	Support I might need

Some helpful questions to explore together:

- What kinds of work make you feel energized or proud?
  - Are there any dream roles or paths you'd like to explore?
  - Who in the field do you admire—and why?
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**Ideas, Resources & Opportunities**

As you talk about goals, you might discover programs, people, or events to look into together. This could include things like:

- A local forestry workshop or training event
  - A webinar or speaker series
  - A professional association or networking group
  - A book or podcast
  - A person to reach out to for a conversation
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**Our Check-In Plan**

Let's decide how we want to stay connected.

Some things to ask each time you meet:

- What's something that's gone well since we last spoke?
- What's something that's been hard?
- Is there anything that's shifted in your thinking?
- What would you like to try next?
- Is there anything you'd like me (your mentor) to help with?