



Meet Your Mentor Match: Speed Dating Edition

Featuring:
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At Marshalls, we believe that women deserve the good stuff in life. But for so many reasons, the things they want can feel just out of reach. That's why we're creating programs to help provide women with the tools, resources, and communities they need to feel financially empowered, make meaningful connections, embrace their self-worth, and show up with confidence. All in service of helping women access the good stuff in life. Because we want to bridge the access gap between where they are now and where they know they're capable of going. Between their vision board and their reality.

In partnership with MENTOR New York, an affiliate of MENTOR that aims to increase the quality and quantity of mentoring relationships and close the "mentoring gap" in New York State, Marshalls is bringing you tangible tips to help you build and maintain your best mentoring relationships for a resilient, fulfilling life.

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Tips on Nurturing Your Best Mentoring Relationships

Anyone can benefit from having a mentor regardless of age or stage in their academic or career journey. Here are a few tips to help you develop strong, meaningful, and impactful mentoring relationships.

Getting Ready to Have a Mentor:

- ♥ ***Prepare to show up as your authentic self:*** self-awareness and openness to sharing and receiving are important attributes.
- ♥ ***What is the purpose of your mentoring relationship:*** having an understanding of the guidance and support you need from a mentor can help foster meaningful engagements that feel mutually beneficial
- ♥ ***Show up as a curious learner:*** never assume you know it all. Ask questions, actively listen, and discover new perspectives to enrich your and your mentor's experiences.

Identify Your Mentor:

- ♥ ***Network:*** Once you know what skills or knowledge you would like to develop further, identify an individual you believe may have the experiences, skillsets, or network to guide you.
- ♥ ***Small Talk with a Purpose:*** Get to know your potential mentor through a few conversations before asking to meet more regularly for support.
- ♥ ***Follow their Style and Schedule:*** Many people we want mentorship from are busy. Do not let this deter you. Ask for their preferred ways of communication to access meetings and valuable time together.
- ♥ ***Save the Date:*** In the beginning, schedule a standing meeting that meets both your needs to facilitate scheduling and follow-up.

Maintaining the Mentoring Relationship:

- ♥ ***Be consistent and committed:*** Keep your appointments and consistently communicate.
- ♥ ***Keep your promises:*** If you agree to take on a task or complete a "project" that will help propel the guidance you have asked for, make sure you execute and deliver. This will allow for trust to develop and motivate the mentor to continue to provide support beyond your initial request and vision of the relationship.
- ♥ ***Mentoring relationships are symbiotic:*** Contribute to supporting and getting to know your mentor to make the experience a fuller and richer experience for both parties.
- ♥ ***Remember:***
HAVE FUN · DON'T OVERSHARE · KEEP YOUR WORD · ENJOY LEARNING NEW THINGS

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