

CAPS Mentors

Research shows mentors have much to gain from a mentoring relationship. Mentors are often motivated by a perceived need they note in a student, or want to provide someone the same positive experience they received as a mentee. The opportunity to share expertise and the ability to identify and develop new talent can enhance your own career. Mentoring provides the opportunity to acquire a fresh perspective in both professional and personal lives.

Mentor rewards

- Achieve personal satisfaction for helping someone develop their professional skills.
- Share your knowledge about best practices with someone who will benefit from your experience.
- Practice your managerial skills and guide your mentee through a key stage in their personal development.
- Boost your own career by adding mentorship to your skillset.
- Gain insights and different perspectives from future members of your profession.
- Feel energized thanks to your mentee's fresh enthusiasm.
- Observe a young student grow and develop with your help and support.
- Connect with the CAPS community of mentors and take part in our regular events.



Mentor eligibility

Mentoring is about transferring information, competence and experience to mentees so they can make good use of your expertise and build their confidence accordingly. Mentors encourage, nurture and provide support because they've already "walked the path" of the mentee. Being a mentor is all about guidance and helping your mentee achieve their goals and realize their potential. You'll help them understand problems, identify solutions and implement their plans.

We are looking for mentors who have experience in disciplines that align to our core areas in bioscience, business, technology and media, engineering, entrepreneurship, human services and health and medicine. This can be technical experience, management experience or simply life experience.

Mentor commitments

We do not "grade" the content of the development that is shared between our mentors and mentees. Our minimum expectation is that mentors and mentees have at least one face-to-face meeting to start the process. After that, further meetings, emails and phone calls will be on an as-needed basis at the discretion of the mentor and the mentee. We also encourage mentors and mentees to meet again face-to-face at the end of the semester.

As a CAPS mentor you may also:

- Invite students to special business-related events
- Assign tasks and other research to help the student gain a better understanding of the course content and discussion
- Guest speak to a class
- Write letters of recommendation for deserving students

CAPS Students

The CAPS Mentoring Program brings together students and mentors in purposeful, mutually rewarding relationships. The program will help you build your network, expand your horizons and explore new opportunities. Your mentor can guide and help nurture your career quest.

Mentee rewards

- Hear an insider's perspective on navigating your career.
- Share your ideas and receive insight from a professional.
- Expand your support system with a champion to cheer you on, hold you accountable and provide critical feedback.
- Help you make decisions about your career path.
- Exposure to diverse perspectives and experiences.
- Develop a sharper focus on what is needed to grow professionally.
- Learn from their real-world experiences.
- Gain specific skills and knowledge that are relevant to professional goals.

CAPS Student Commitment Checklist

- Schedule initial contact and set up the first face-to-face meeting.
- Provide your contact information to your mentor and get the mentor's contact information.
- Establish communication timeline (i.e., email every week to check-in and meet twice in person per semester)
- Be professional when addressing your mentor.
- Set SMART goals for your mentor-mentee relationship (Specific, Measurable, Attainable, Realistic, Timely)
- Set dates for possible job shadowing experiences.
- Participate in any special events or opportunities offered by your mentor.
- Be a good, active listener.
- Ask for and be receptive to feedback.
- Maintain confidentiality.