



Business & Values PROGRAM

Mentor Partnership

Program Definition

Sacred Heart and Choice Bank are partnering together to provide industry and career mentoring to the senior class students of Sacred Heart School to assist with their future career aspiration discovery and to foster relationships with the community for those that have traveled the path before them.

Objectives

- Provide student's exposure to future career interest.
- Provide industry expertise and career coaching for students.
- Build student relationships among the faith community and industry experts.

Mentoring

Mentoring is a personal development strategy through which one person facilitates the development of another by sharing known resources, expertise, values, skills, perspectives, attitudes and proficiencies. It allows the learner to build skills and knowledge while attaining goals for career development. Conversely, it provides the opportunity for the experienced party to further enhance his/her skill and knowledge areas by continuously reassessing and building up those areas.

Mentor Sourcing

Mentors will be sourced from within the faith community, Choice Bank employees, and interested Choice Bank partners.

Mentor Assignments

Mentors will be assigned based on future career aspirations of each individual student.

Program Timeline

The mentor program will last throughout the school year with assessment periods at midterm and year end to assess relationship and career alignment.



Mentee Benefits

- Insight into the pros and cons of various career options and paths
- Increased self-awareness and self-discipline
- An expanded personal network
- Support in the transition to secondary education and/or their future career
- A sounding board for testing ideas and plans
- Positive and constructive feedback on professional and personal development areas

Mentor Benefits

- Proven method to share ideas, try new skills and take risks
- Enhanced capacity to translate values and strategies into productive action
- Renewed enthusiasm for their role as expert
- Obtain a fresh perspective of a subject
- Serve a member of the community
- Prove themselves as valuable leaders
- Expand their professional network

Mentee Expectations

As a mentee, it is your responsibility to take ownership of your learning and development needs. You must assess your areas of strength and development so you can establish a mentoring plan and grow as a capable and intelligent member in your career and of society. This plan should include goals you'd like to accomplish through a mentoring relationship, and ways you will be held accountable for success or failures to accomplish those goals. It is also your responsibility to initiate contact with the mentor assigned and ensure the mentor helps you attain your goals.

Relationship Expectations

Mentoring relationships need to possess:

1. Collaboration – Both you and the mentor play a partnership role in the mentee's development.
2. Respect – Mutual appreciation is essential (both in the mentor's knowledge and of your investment of time and energy).
3. Responsiveness – Both mentor and mentee need to be sensitive and responsive to the goals, needs and perspectives of the other.
4. Confidentiality – Confidentiality supports the ability to ask questions and share knowledge in a safe atmosphere.
5. Joint Accountability – Accountability strengthens trust and helps keep the learning relationship focused and productive.
6. Free and Honest – You and your mentor can share your strengths and weaknesses; dreams and goals; and your past, present and anticipated experiences. Both mentor and mentee can offer and hear feedback in the spirit of building on competencies and strengthening areas of weakness.

