

Mentor scenarios to use in Mentor Orientation

The following are two mentor training scenarios that are used during Mentor Orientation. Feel free to use them as is during your training or adapt them for your specific program's needs. For the Mentor Orientation presentation, click [HERE \(partners.imentor.org/help/mentor-orientation-powerpoint\)](https://partners.imentor.org/help/mentor-orientation-powerpoint).

Activity: Mentoring Scenarios

Directions: In the Scenarios below, the mentor is working with their mentee on securing a summer job.

Discussion Questions:

1. What is the mentor doing well?
2. What could be improved?
3. If you were the mentor what would you do differently?

Scenario 1

Lisette (mentee) is a junior in high school and has expressed to Esther (mentor) her desire to hold a summer job. Esther is excited by Lisette's passion in the matter, and she sends her a few job search websites to get Lisette started. Esther also follows up with Lisette at their next event, and asks her what she wants most in a job. Esther breaks it down into two categories: An internship that connects directly with Lisette's career aspirations, or a job that will provide her with a steady paycheck, but may not directly correlate with future interests. Lisette tells Esther that she just wants to hold down her first job regardless of what it is, and that she wants to have money to spend this summer. With this in mind, Esther follows up about the job search in their weekly emails. Lisette tells Esther, "I'm working on it, but it's tough to figure things out when I'm still in school for the year. I'll get on that next week." After four straight weeks of reading vague, evasive responses, Esther tells Lisette that if she doesn't start looking soon, there won't be a job for her this summer. Lisette says that she understands, but in Esther's spring phone call with her PC, she expresses disappointment in Lisette's inability to complete the job search process.

Scenario 2

It's spring of Sophia's junior year of high school. She is thinking about a summer job. Her mentor, Dorothy, recommends that she apply for a position at a nonprofit that her friend runs. Sophia is really excited about the job and seems to meet all the requirements to get accepted. Dorothy

and Sophia spend time at their monthly event preparing for Sophia's interview, which is later that week.

Sophia returns from her interview and immediately emails Dorothy. Sophia reports that while the interview went well she is no longer interested in working with this organization over the summer. Dorothy is really surprised to hear this since Sophia was initially so enthusiastic. She asks some probing questions about why she is no longer interested in the position. Sophia responds via email that the woman who interviewed her "was so gay," and that she just doesn't want to work there anymore. Dorothy is really taken aback, especially because this was a personal connection. Dorothy encourages Sophia to see what happens and if she gets the job revisit the conversation.
