

## Welcome to the 2024 MRPA Mentorship Program

Designed to create mutually beneficial relationships among Minnesota recreation and park professionals. The program features a series of meet-up events and occasions to meet on your own to help pairs set goals, build relationships, and share experiences. Pairs are encouraged to continue to meet and grow professional outside of the scheduled events.

### Schedule of Events

Event	Date	Location
Mentorship Connection	10-11 a.m. January 30	Virtual
Meet on Your Own	February 2024	Determined by Pairs
Program Connection	10-11 a.m. March 26	Virtual
Meet on Your Own	April 2024	Determined by Pairs
Celebration Luncheon	11:30 a.m.-1 p.m. May 7	Location TBA

#### Tips for the Mentees...

- The more you commit & invest, the more you both benefit.
- Come prepared. Know what you want to get from the experience, set goals, & ask for help.
- Frequent communication cultivates a stronger connection.
- Be an active participant. Listen to advice, ask thoughtful questions. & accept feedback.
- Apply what you learn from your mentor.
- Remember you can teach your mentor things too.
- Be appreciative & say thank you.

#### Tips for the Mentors...

- The more you commit & invest, the more you both benefit.
- Encourage your mentees to speak up, remember they might be shy.
- Align both people's expectations for the mentorship relationship.
- Mentors aren't there to sugarcoat things, provide honest feedback.
- Share lessons, advise, stories, & struggles from your experiences.
- Listen to mentee to help them find solutions, not just tell them what to do.
- Connect mentee to other people in your professional network.



### **Potential Conversation Starters**

- Share what you are hoping to gain from this program.
- Talk about your first job or your current role & responsibilities.
- Discuss career goals.
- Identify favorite things about your job or the profession.
- Discuss the challenges in current positions.
- Share areas of passion in the recreation industry.
- Talk about how you add value to your organization.
- Talk about how to supervise or direct staff.
- Explore professional development opportunities.
- Read a book, take a strength finder, or enneagram quiz together.
- Review resume & cover letters together.
- Watch a Ted Talk & discuss it together.
- Share stories of successes, struggles & how they were overcome.
- Talk about how young professionals can stand out in the profession.
- Discuss strengths and struggles of past supervisors.
- Meet with other professionals to network and gain new perspectives.