

CareerLINK

GTRI Employee Mentoring Program



CareerLINK: Connect & Grow

CareerLINK was designed to benefit GTRI employees in the following areas:

Career Guidance

Purposeful Learning

Networking

Performance Improvement

Reasons Why You Need a Mentor

- It's someone to turn to when you're puzzled
- You can learn from their mistakes
- They have inside knowledge of your field
- They've been there, done that
- They can help you identify your strengths and weaknesses
- It's not always what you know, sometimes it's who you know

Reasons Why You Should Be a Mentor

- Mentor relationships are a great way to learn new things
- You can build additional professional relationships
- You are giving back to your industry
- It can make you feel good by helping someone else

All it takes is one hour a month!

Mentoring Program Options:

- Traditional Mentoring
- Virtual Mentoring
- Reverse Mentoring
- Situational Mentoring
- Group Mentoring

Visit <https://careerlink.gtri.gatech.edu/> to complete the CareerLINK questionnaire and join today!



CareerLINK FAQs

- Do I have to be a subject matter expert to be a CareerLINK mentor?**
Subject matter expertise helps but it's just as important to know what resources are available and where to direct the mentee. You can also contact the program manager, Chandra Thomas, for assistance.
- What is the difference between a Mentor/Mentee link and a Buddy/New Hire partnership?**
A Buddy/New Hire partnership is an informal connection where a manager assigns an experienced team member to help a new hire get acclimated to their new team's culture, as opposed to the "teacher-student" model of a traditional Mentor-Mentee partnership. Also, the Mentor-Mentee partnership is voluntary and linked according to the professional development needs of the mentee.
- What is the difference between training and mentoring?**
Training is generally delivered according to a predetermined curriculum, with the trainee carrying the burden of meeting the curriculum's deliverables. Mentoring is a more customized activity, that assigns deliverables to the mentor as well as to the mentee. In addition, the role of mentor may be to serve as a "role model," whereas the role of a trainer is generally to deliver a specific content without having a "partnership" with the trainee.
- What do I do if I am linked with a mentor/mentee who is not a good fit?**
CareerLINK is intended to provide a learning and professional growth opportunity for participants. However, if the 'LINK' is broken, you should contact the program manager, Chandra Thomas, to seek assistance with determining your next steps.
- How much time will this take?**
Mentoring partnerships are actively supported by TMD for six months. The time spent on deliverables is dependent on the goals and availability of the participants. Participants may choose to continue their relationship beyond the 6 month time frame on their own.
- How will I communicate with my mentor or mentee? Will we need to meet face-to-face?**
Communication may be in person, via phone, e-mail, Skype meeting, or other forms of communications. Communications are at the expense of the participants. Having these options available will be especially important for our virtual partnerships.
- Can I request a particular person as a mentor or mentee?**
Yes, you have the option to suggest any regular, full time GTRI employee as a mentor or mentee.
- Do you offer mentoring in groups?**
Yes, we offer group mentoring, as well as virtual, reverse, traditional, and situational mentoring. You can find out more information on each options on the CareerLINK webpage.
- As a mentor, how many hours am I expected to spend communicating with my mentee during the six-month partnership?**
There is no set requirement; however, the mentee will drive the need to communicate. It will be their responsibility to set up each meeting to discuss their needs.
- Will the personal and professional information I share through the CareerLINK Program be kept confidential?**
Yes. Confidentiality is part of the process of building trust between the mentor and the mentee. Communicate, upfront, your desire for confidentiality with your partner.
- Where can I find the documents and information I need during my CareerLINK partnership?**
All CareerLINK Program participants will be able to access the CareerLINK documents and other helpful links on WebWISE via the Talent Management tab. You can find the link on WebWISE.
- What if I still have questions or challenges?**
Please contact Chandra Thomas, CareerLINK Program Manager at Chandra.Thomas@gtri.gatech.edu or 404-407-6968 or email GTRI Training at gtritraining.ask@gtri.gatech.edu if you have any questions about being a mentor or mentee.