



THINGS YOU NEED TO KNOW ABOUT FINDING A MENTOR

From GEMM, the Gender Equity in Museums
Movement

Use the 5 Things You Need to Know for information on building and sustaining your career, dealing with gender bias in your workplace, and making change. Share this resource with colleagues and friends.

Career coaches suggest having a mentor is a key factor in career success. Mentors help you define your career goals and hold you accountable to them. They offer insights and lessons you can adapt or adopt when shaping your career. Mentors can help you expand your networks and build your resilience. And a [new study](#) reveals that women job seekers benefit most from the advice and networks of other women.

- 1. Know your goals:** You may not know every detail about where you are headed or how to get there, but you know yourself and your vision for the future best. Establishing a list of goals will not only help you clarify your vision, but also support your search for finding the right mentor/mentee connection.
- 2. Attend Professional Events in your Field:** Attending as many informal or formal lectures, workshops, and conferences as possible is not only a great way to establish yourself in your field, but also to network and meet potential mentors. Our [5 Things tips for networking](#) will help you keep it intentional and manageable.
- 3. Be Genuine:** It is normal to be apprehensive about finding a mentor. Being honest and upfront about where you stand, and the kind of guidance you are looking for, will make for a better outcome. Don't over embellish. Mentorship is more than social interaction. Be authentic.
- 4. Be Open to Giving and Receiving Advice:** Mentorships go both ways, lean on your mentor for guidance and support, but also be prepared to share ideas and advice of your own.
- 5. Make the Effort to Stay in Touch:** No matter how busy life gets, prioritize your mentor relationship. The most fruitful relationships are dynamic and responsive. Determine expectations in advance and agree on the frequency of contact. If possible, arrange conversations in person; otherwise, talk however it's most convenient. For example, find out if your mentor will be attending any mutual events, and plan to connect.

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