



## CSEG Mentor/Mentee Goal Setting 2013

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Goal setting is something we all do consciously and subconsciously in our every day lives. Setting goals helps us to refine our personal strengths and develop areas of weakness. In order to set quality goals for yourself as mentor or mentee it's nice to have a strong understanding of your personal strengths and weaknesses. Chances are you already have a good idea of your best (and worst) traits, but here is a chance to quantify it. Below is a link for a 5-10 minute survey that categorizes your personality based on a color scheme. Mentees, spend 10 minutes filling this out, mentors, you may find this quiz useful too. Sit down over a coffee and discuss your results. Do you agree with the results? Do any of your results surprise you?

### **Equilibria Personality Quiz**

<http://www.equilibria.com/eqapps/PDI/PdiHarnessPage.aspx?id=c0c0c90aeccc4c0683aad96b83ac0647&>

Now that you have both completed a personal survey and have compared results it's a good idea to talk about what both of your expectations are for the mentorship pairing.

#### Students

- What are your major reasons for joining the mentorship program (Find a job? Make industry contacts? Learn more about the industry?...)
- How often do you want to interact with your mentor and by what method?
- How can you benefit most from my mentor? (Asking specific questions about the industry? Being introduced to his/her network? Being invited to industry events?)
- What can you do to make your mentors life easier?

#### Mentors

- What are my major reasons for joining the mentorship program (Give back to students? Help a student find a job? Pass along knowledge that I wish I would have had when I started my career?)
- How often do you want to interact with your mentee and by what method?
- How can my mentee benefit most from me?
- What do you expect from your mentee?

## SMART Goal Setting

Most of you have probably heard of the concept of a S.M.A.R.T goal

**S**pecific  
**M**easurable  
**A**ttainable  
**R**elevant  
**T**ime-Bound

As individuals and as a pairing consider the things you want to achieve throughout this year and set a 'smart' goal. Students this can be regarding setting a certain GPA you'd like to achieve this school year (or just passing a tough class), what type of industry activities you'd like to take part in or the job you'd like to land for the coming summer. As a pairing consider goals like activities you'd like to get involved in as a pairing, subjects you'd like to spend time learning about/discussing or simply how much time you'd both like to invest in the pairing. Fill out the 'SMART goal worksheet' for one or two goals you have this year as a starting point for a successful pairing. Consider using your regular meetings with your mentor/mentee as an opportunity to update the other on your progress. It's important to continually remind yourself of your goals and how they are progressing to ensure you reach them.

### Consider Your Career

As far as career goal setting here's a couple interesting questions<sup>1</sup> that you can consider and discuss as a pairing:

1. What is it that you really want to be and do?
2. What are you doing really well that is helping you get there?
3. What are you not doing well that is preventing you from getting there?
4. What will you do differently tomorrow to meet those challenges?
5. How can your Mentor help / where do you need the most help?

Consider again your results from the personality quiz and use those to help refine your answer to each of these questions.

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<sup>1</sup> Tjan, A.K. (2009, March 25) Five Questions Every Mentor Must Ask from , <http://blogs.hbr.org/> Retrieved July 25, 2013<sup>1</sup>

The CSEG mentorship program was created with the goal of introducing young geoscientists to professionals within their chosen field of interest and give opportunity for exposure to the associated industries. The mentorship program has strived to help develop more employable young professionals. With that being said, it is not the goal of the mentorship program to have our mentors find jobs for their mentees. The goal of both mentor and mentee should be to build upon each others strengths, develop a healthy professional relationship and create opportunity to give the mentee exposure to his or her future industry. Keep these things in mind when you consider the goals you set for yourself and as a pairing and you will give yourself the best chance at a successful partnership for the coming school year.