



# Conservation Professionals Mentorship Program

## Mentor Profile Questionnaire

### Purpose

A mentorship offers the mentee an outstanding opportunity to learn from someone who has years of experience in the conservation movement and is willing to share their knowledge in a supportive, confidential environment. Mentors give advice, answer questions, help mentees navigate career-related issues, and may suggest networking or professional development opportunities. They offer constructive feedback and thoughtful guidance. Mentees should be active listeners in order to learn and grow during the mentorship; however, they should also be prepared to develop personal goals and chart the course of the partnership.

Profile questionnaires must be completed and submitted by anyone interested in being a mentor or mentee. These will assist WeConservePA in matching mentors with mentees based on similar interests, goals, geography, and other factors.

**Submit completed questionnaires to Carol Grayshaw via email or mail.**

Email: [cgrayshaw@WeConservePA.org](mailto:cgrayshaw@WeConservePA.org)

Mail: 610 N. 3<sup>rd</sup> Street #301, Harrisburg, PA 17101

### Mentor Expectations

- Invest in the partnership: provide advice and guidance in a constructive manner.
- Exhibit personal professionalism, motivation, and reliability.
- Commit to the mentorship for a 1-year period.
- Maintain consistent contact with mentee through in-person meetings, phone, or email.
- Uphold confidentiality agreement.

### Why Mentor?

- **Enhanced professional growth.** Mentors hone their leadership, and communication skills as they advise their mentees, which they can in turn apply to their own day-to-day work. Some find that mentoring reenergizes them by empowering them to bring new ideas to the table.
- **Greater insight into the conservation field.** Mentoring allows mentors to work with people of different ages, backgrounds, work styles, and expertise. The partnership breaks down barriers and informs mentors about what is happening in other areas of the conservation community.

- **A fresh perspective on job performance.** Mentors often find that they gain new insight into their own job and how they are performing. When mentees ask why a mentor does things a certain way, it causes the mentor to reexamine their advice and take a critical look at themselves.
- **Satisfaction of helping others grow.** Mentors gain the satisfaction of sharing their experiences with others and take pleasure in seeing the results of their work.
- **Building the conservation movement.** Mentors develop and retain promising talent within the conservation movement, helping ensure the long-term effectiveness of the movement to which they have dedicated their professional lives.

## Background Information

**Name:**

**Age:**

**Organization:**

**Job Title:**

**Location:**

**Phone Number:**

**Email:**

**Years in current position/organization:**

**Years as conservation professional:**

**Briefly summarize your experience in the conservation movement:**

**What are your greatest professional strengths?**

**What professional skills would you like to improve?**

### **Motivation and Goals**

**Why do you want to be a mentor?**

**List a few specific goals you want to accomplish during the mentorship:**

**What concerns (if any) do you have about being a mentor?**

### **Preferences**

**What personal qualities are you seeking in a mentee?**

**What professional skills/areas of interest are you seeking in a mentee?**

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*For the following questions, **bold** or circle all that apply*

How would you prefer to communicate with your mentee?

- In-person
- Phone
- Video conference
- Email

How frequently would you like to talk with your mentee?

- Less than once a month
- Once a month
- Twice a month
- More than twice a month

Are you seeking a mentee in a specific geographic region?

- Southwest
- Southeast
- Southcentral
- Northeast
- Northcentral
- Northwest
- No preference

Do you have a gender preference for your mentee?

- Male
- Female
- Doesn't matter

If necessary, would you consider advising more than one mentee?

- Yes
- No
- Maybe

Do you plan to attend the next Pennsylvania Land Conservation Conference?

- Yes
- No
- Maybe

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If there is any other pertinent information that will help us match you with a mentee, please include it here: