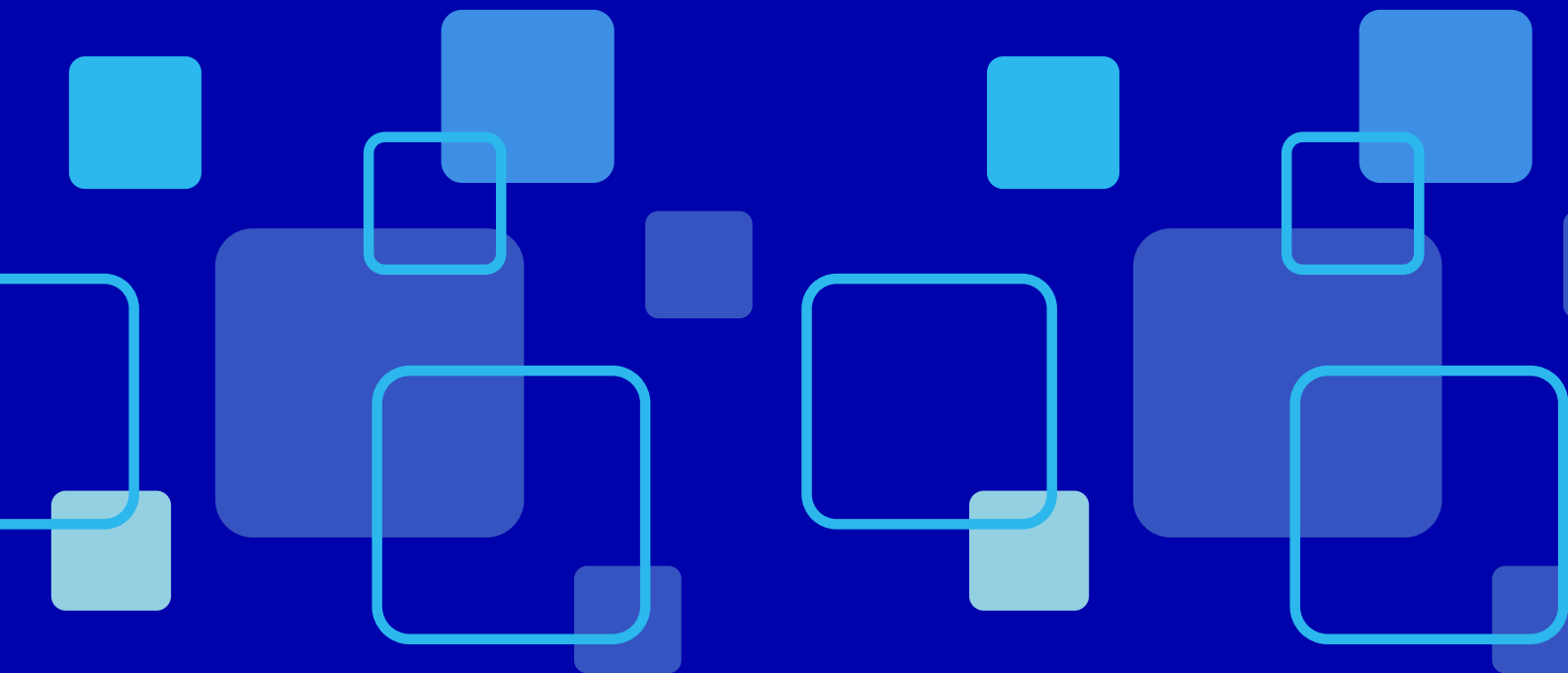




FULBRIGHT TOGETHER HANDBOOK





WELCOME MESSAGE

Welcome! Thank you for participating in Fulbright Together, the Fulbright Association's pilot mentorship program. We are so excited that you have joined us for this exciting initiative. Our objectives for this program are threefold:

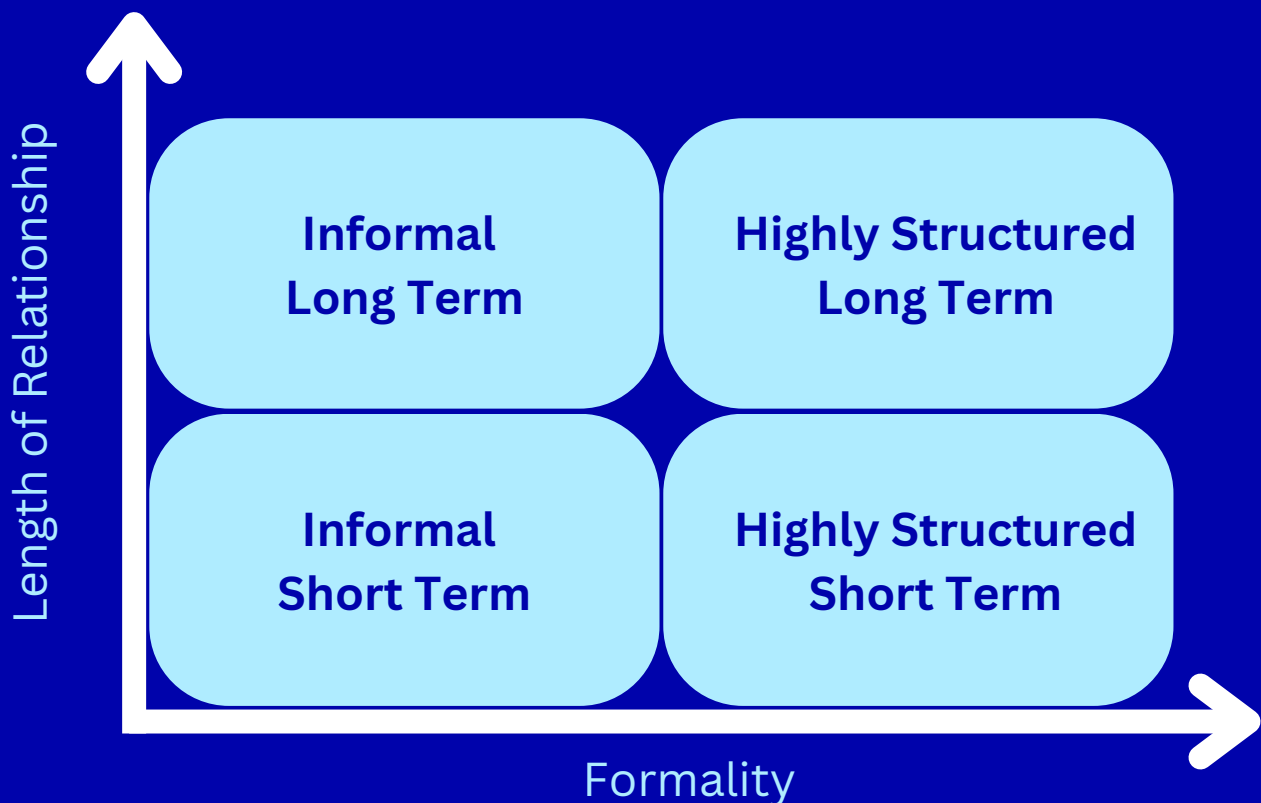
- (1) to facilitate connections across generations
- (2) to support young Fulbrighters
- (3) to provide opportunities for growth

Our goal is to eventually open up this program to our entire community, so we truly appreciate your participation as we continue to learn what works best for Fulbrighters. Our goal over the next few months is to learn together and hopefully set you up for a successful mentoring partnership.

Please feel free to use the materials in this booklet as a guide over the next few weeks. Remember, there is no right or wrong way to do this as long as you are honest and committed to your mentorship relationship. If there are ever any issues or if you have any questions, we are always here to help in any way that we can. Thank you, and best of luck!

TYPES OF RELATIONSHIPS

"Fulbright Together" is designed to be flexible. In all likelihood, every relationship will look slightly different. Before you meet with your partner, take some time to consider what structure would work best for you.



Keep in mind, this structure may change as time goes on. That's okay! Allow your relationship with your partner to evolve as time goes on to best suit both of your needs and your capacities.

PREVIOUS PARTNERSHIPS

You might have been a mentor or a mentee before that could inform how you approach your new partnership.

It may have not been formal. Think about teachers, family members, friends, colleagues, or coaches who have had an important impact on your personal or professional life. Before your first meeting, ask yourself:

- (1) Who has served as a mentor to me?
- (2) For whom have I served as a mentor before?
- (3) What made these relationships successful?
- (4) If I had not met this person, would I have learned these lessons elsewhere?
- (5) What characteristics made this a particularly foundational or impactful experience?
- (6) How did I make the most of that previous partnership?
- (7) How might I have learned more from that previous partnership?

Mentors *and* mentees should take some time to review these questions to prepare for this new partnership.

MENTORING OBJECTIVES

Mentee: Why did you choose to signup for this program?
There is no right or wrong answer, but take some time to focus on why you wanted a Fulbright mentor.

Level of Importance

Learn from someone else's professional experience in my field

1 2 3 4 5

Get career advice

1 2 3 4 5

Meet friends in the Fulbright community

1 2 3 4 5

Build my confidence

1 2 3 4 5

Transition back to the USA from another country and culture

1 2 3 4 5

Discuss topics related to my identity

1 2 3 4 5

Discuss future education and training

1 2 3 4 5

Find a job

1 2 3 4 5

Expand my professional network

1 2 3 4 5

MENTEE NEEDS

Take a look at the objectives you just identified.

Starting with those objectives rated "level 5 - most important", how might a mentor help you achieve those goals?

As you move down your objectives in order of importance, think about how your most prioritized objectives align with each other.

For your less prioritized objectives, think about how your mentor might help you anticipate changes in these areas of your life.

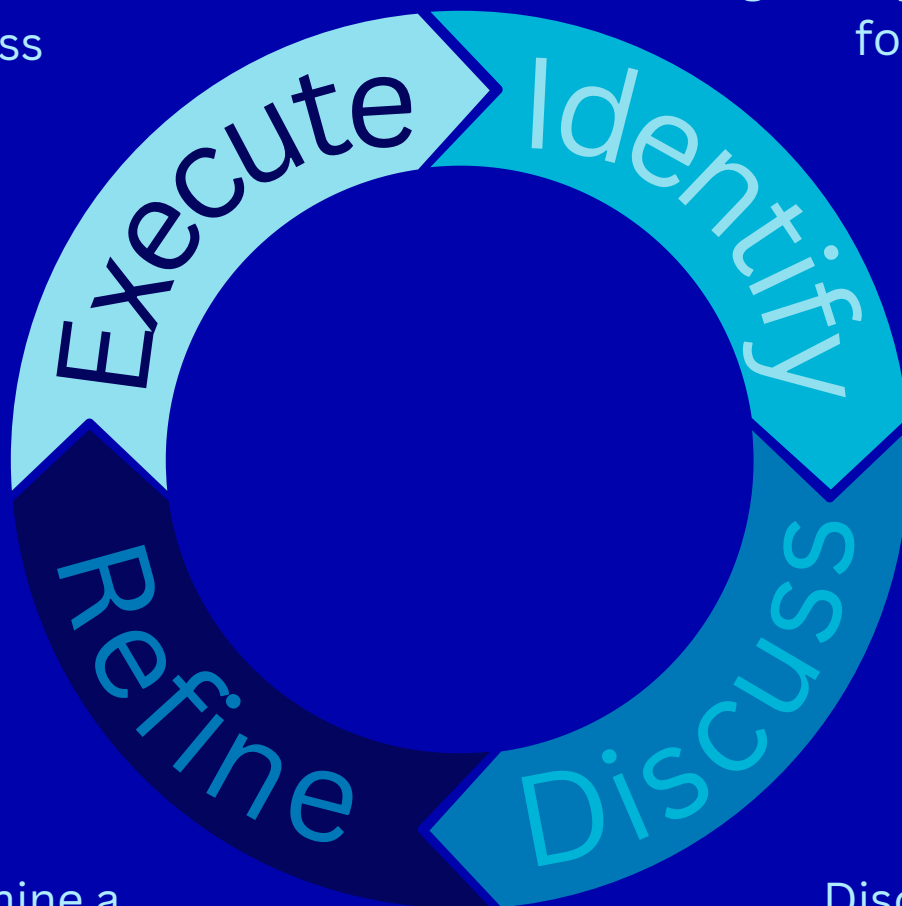
Use these guiding principles to help you start to develop questions for your mentorship meetings.



MENTORING PROCESS

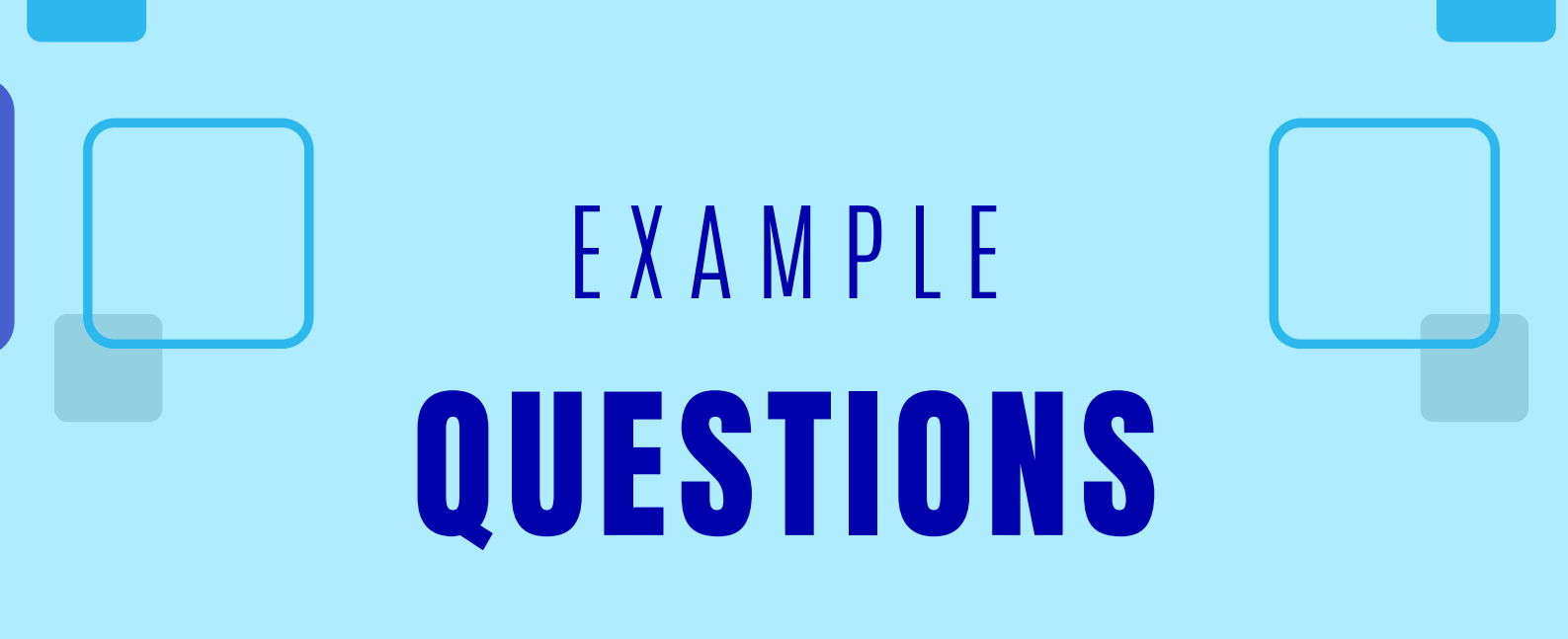
Execute on the plan you created and take stock of progress

Identify what problem(s) or goal(s) you want to focus on



Determine a tangible strategy and feasible objectives

Discuss the problem(s) or goal(s) and collaborate on a path forward



EXAMPLE QUESTIONS

As we have reviewed, there is no right way to do take part in a program like this. That being said, we can provide you with a few prompts to get you started. Both mentors and mentees may find it helpful to ask their partner the following questions:

- What is your background?
- Where you do see yourself in one year (five years, etc.)?
- What led you to your current career path?
- Where did you learn your current values?
- What do you like to do outside of work?
- What inspires you? What is your favorite part of the day or the week?
- Do you have access to the resources, information and people you need for performance in your role?
- What skills do you want to develop?
- If you could go back in time, what decisions might you change?
- What do you consider your strengths or weaknesses?
- What obstacles have you overcome in the past?
- What was a period in your life or career where you felt like you had the most growth?



MENTORING ADVICE

As you move through this process, keep in mind that your assigned mentor has volunteered to take part in this program, just like you! They are not a professional mentor, but they are a professional in their chosen field, as well as a Fulbrighter.

Every so often, take some time to reflect on how you can work to improve your relationship:

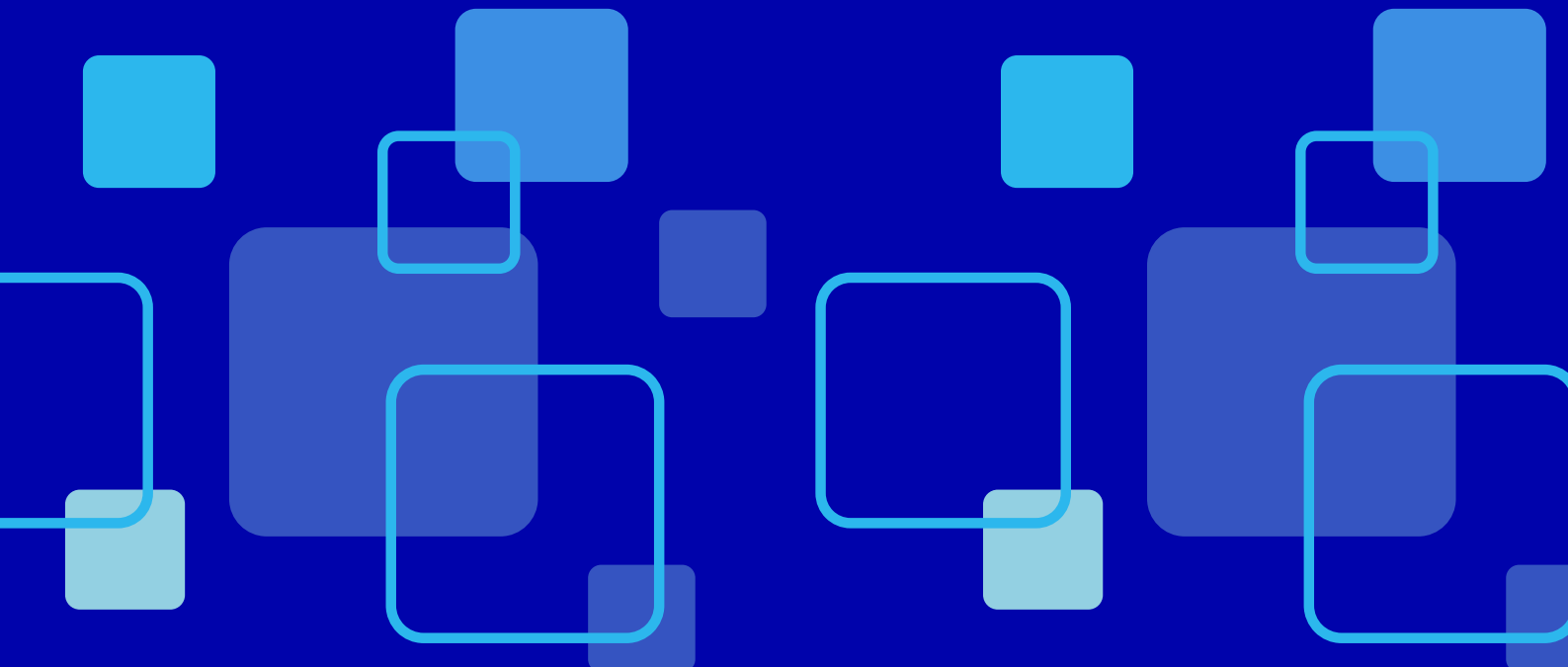
- Have you recently refined your objectives for your mentoring relationship?
- Have new obstacles come up in your life that your mentor might be able to help you with?
- Are you communicating clearly and regularly with your mentor?
- Have you recently thanked your mentor?
- Are you challenging yourself?
- Have you reflected on where you were when your relationship with your mentor began and what has changed in the meantime?
- Are you sufficiently taking advantage of resources suggested by your mentor?



Remember to give your relationship with your mentoring partner time to grow and flourish. We hope that with time, this will prove to be a fruitful relationship for both of you.

We are here to assist you in any way that we can.

THANK YOU



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