

# CROSSING THRESHOLDS MENTOR FAQs

Please contact us with any questions: [info@thresholds.co.uk](mailto:info@thresholds.co.uk)

## **I've just signed up to be a mentor - what happens now?**

Welcome to the CT mentor pool! Participants can request a mentor once they have completed the first module of their Crossing Thresholds programme. Choosing a mentor isn't always easy, so make sure that your mentor profile has enough detail to give them an idea of the kind of mentor you are/would like to be.

## **I have been sent a mentor pairing request - what do I do?**

You can either accept or decline the request. If you accept, please add a little note to say hi: the mentee will automatically be sent an email with a notification and your email address. If you decline (perhaps you have had a few requests come at the same time and need to choose), they will be sent an email to notify them and be asked to request someone else. If you do not reply within 10 working days the request will automatically time out, guiding the participant to choose someone else.

## **I have accepted the request - what next?**

It is the mentee's responsibility to drive the mentoring relationship and we encourage them to make first contact and schedule the first meeting. If you have not heard from your newly paired mentee within 2-3 weeks, please notify the Thresholds team.

## **I've never mentored before - where should I start?**

Use the first session to read through her action plan from Module One.

[Check out our mentoring resources.](#) Sign up to new mentor info sessions (invites sent out every 3 months). Encourage your mentee to identify what she might find useful to talk to you about and use her feedback to plan your sessions. [Check out our mentoring testimonials.](#)

## **I haven't heard from my mentee**

If after a few attempts at contact you have not heard from your mentee, please let the office know. We would prefer to unpair you from a participant that isn't making the most of the mentoring so that you could mentor someone else.

## **I can't make our scheduled mentoring sessions**

Mentors are asked to devote 1 hour per month to their mentee meetings. If this is no longer possible, please discuss with your mentee so they can decide if they would like to find someone else to work with.

## **Why am I being asked to update my details?**

In an attempt to keep our mentor pool up date, we periodically send out emails asking mentors to confirm their details – this lets us know who is still active and who has not responded for some time and can be removed from the database. All you have to do is press 'save' on your profile to pause the reminders.

## **How long will a pairing last?**

Pairings last the duration of the participant's course. You will be automatically unpaired one week after their last session at Module 5. This will mean that you will show again as available in the mentor pool.

### I can't take on any mentees right now/I would like to take on more mentees

You can amend your capacity at any time via your [mentor profile](#). Amending to '0' will mean you no longer appear in the mentor pool.

### What are the Crossing Thresholds modules?

You can find more details about the course on the [Crossing Thresholds page](#).

**Module 1** Goalsetting and Action Planning

**Module 2** Getting the Balance Right

**Module 3** Succeeding at Interviews

**Module 4** Communicating with Impact

**Module 5** Positioning for Success

### Do you have guidance for discussion topics?

You can view all the [module resources here](#) – click through to Self-Directed Learning to see our suggested topics for mentor meetings. The icons at the top of the Self-Directed Learning page filter the boxes into activities that can be done individually, with a peer group or with a mentor: this is indicated by the icon at the top of the activity.

### What's a mentor panel?

Each cohort's mentors are invited to a mentor panel that takes place at their final module. We ask mentors to offer their thoughts and reflections on the themes of the day: raising your profile, dealing with setbacks and developing resilience. The facilitator will move mentors between the virtual breakout rooms to speak in smaller groups. It's a very informal and fun session and mentors really appreciate the opportunity to meet each other and the participants.

### What support do you offer for mentors?

We invite all new mentors to attend one of our New Mentor Info sessions. We also run monthly mentor networking sessions, each focussing on a different aspect of mentoring and communication. These are a great way to keep improving your mentoring skills, meet other mentors and ask questions/discuss challenges. Look out for the invites.

Thank you for supporting Crossing Thresholds!