

## Peer Advisory Leaders (PALs) Expectations

### Expectations of Mentors:

- Aim to connect with your mentee about once a month
- Set expectations with mentees for how and when you will contact each other
- Solid knowledge of ACT and its structure/history
- Preferred history in ACT leadership, but not necessary
- Keep the content of discussions within the mentoring relationship confidential
- Mentors are NOT expected to evaluate a mentee's work; rather, a mentor helps a mentee find resources to receive objective evaluations and feedback on performance
- Be a catalyst for mentee developing his/her own network. Point to others he/she might reach out to and engage
- Work out right away any minor concerns about the relationship
- Evaluate the relationship at various points

### Expectations of Mentees:

- Aim to connect with your mentor about once a month
- Mentees are encouraged to share their career plans with the mentor, recount their initiatives for professional development, ask for advice, reflect on the mentor's observations; and inform the mentor about the results of various efforts
- Keep the content of discussions within the mentoring relationship confidential
- Refrain from asking mentors for evaluative advice; rather, take advantage of the mentor's suggestions about resources for feedback and objective evaluation
- Work out right away any minor concerns about the relationship
- Evaluate the relationship at various points

**Be an ACT PAL!**



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in Tomorrow's Leaders**