2025 SRF Conference Mentorship Program Guidelines

Guidance for mentors and mentees

This program is what you make of it. Let this be an opportunity to ask for what you need and utilize your time to make a new connection and start building your network. Be honest and genuine, recognizing that is not the same thing as being uncensored or careless. Remember that everyone is expected to maintain professional standards of conduct. Showing vulnerability and humanity builds connections.

Timelines and expectations

SRF invites all Mentors and Mentees to participate in a group 30-minute Zoom meeting 5:00 - 5:30 pm March 27, 2025 to provide an overview of the mentorship program, set expectations, and answer questions. *All Mentors or Mentees are expected to either attend the meeting live or watch a recording that will be distributed after*.

Based on information provided in the sign-up form, SRF has matched each Mentee with a Mentor. Mentees and mentors will arrange to meet in one-on-one meetings:

- At least a week prior to the April 29 - May 2 Conference, Mentors should contact Mentees and schedule a 20-minute meeting (virtual or in-person) for introductions and conference preparations. If any Mentors or Mentees are having difficulty getting in touch, contact lindsay@calsalmon.org for assistance.

- Mentors and Mentees should arrange to connect in-person for approximately 10 minutes each day (e.g., during morning, breaks, lunch, evening, etc.) during the conference.

- Within a week after the conference, Mentor should schedule a 20-minute meeting with Mentee to debrief and reconnect

See the following pages for additional guidance on the one-on-one meetings.

Initial meeting prior to Conference

At least a week prior to the April 29, 2025 conference start, Mentors should contact Mentees and schedule a 20-minute meeting (virtual or in-person) for introductions and conference preparations.

Decide when and where to meet daily at the conference

Exchange contact info and discuss preferred methods of communication

Example Q's for Mentor to ask Mentee	*Example Q's for Mentee to ask Mentor*
● Have you attended a professional conference previously, and if so, how did it go? ● Why are you attending the SRF conference? What do you hope to gain from it and/or what are you looking forward to? ● Why are you afraid or looking to avoid or minimize? ● How can I be most helpful to you? ● Would you like advice on what sessions and events to attend? ● What are your career goals or future plans? ● Do you know anyone else attending this conference? ● Anything you want to practice role-play with me, like introducing yourself or asking a question to a presenter?	● Why did you decide to become a Mentor? ● What's your education and background? ● Do you have recommendations for me about what I should focus on during this conference? ● What is the most valuable professional advice that you received that guides how you operate? ● What suggestions do you have for time management during the Conference? ● What are you planning to attend and why? ● What type of troubleshooting may be helpful to plan for? See also Mentor question list at left

Daily meet-up at Conference

Connect in-person for approximately 10 minutes each day during the conference (e.g., during morning, breaks, lunch, evening, etc.)

Example Q's for Mentor to ask Mentee	*Example Q's for Mentee to ask Mentor*
● What's the most interesting thing you've learned today/yesterday? ● Have you decided what to attend today/tomorrow?	● How do you keep track of everything you are hearing? ● What have you found works well for you for capturing nuggets of information?

Post-Conference Debrief Within a week after the conference, Mentor should schedule a 20-minute meeting with Mentee to debrief and reconnect	
Example Q's for Mentor to ask Mentee ● Are you satisfied with how the conference went? What surprised you? ● Anything I can do to be a better Mentor next year? ● Do you see yourself attending the SRF Conference again?	*Example Q's for Mentee to ask Mentor* ● What opportunities would you recommend for young professionals entering the watershed restoration field? ● Did you hear anything at the conference that you wanted to follow up on?