

Mentoring and Induction Toolkit

A New Vision for Mentor Recruitment, Selection, and Assignment

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Handout 1



Handout 1: A New Vision for Mentor Recruitment, Selection, and Assignment

“Old School” Mentor Recruitment, Selection, and Assignment	A New Vision for Mentor Recruitment, Selection, and Assignment
Mentors are asked to volunteer before fully understanding the scope and nature of the mentor role.	Mentors engage in conversations about induction program goals, mentor roles and responsibilities, and mentor selection criteria prior to application.
Mentors volunteer but do not submit formal applications.	Mentors submit formal applications and are invited to interview with members of the selection team to establish rapport and fit for the role.
Criteria for mentor selection are unclear or are not used in the final selection process.	Mentor selection criteria and rubrics are shared with all applicants and used consistently within a standardized selection process.
Mentor matching decisions are made by a single individual rather than through a collaborative process involving a number of program stakeholders.	Matching decisions are made by at least a subset of the selection committee and reviewed by the entire committee to ensure fit.
Mentor matching decisions are made based on convenience or proximity rather than on selection criteria.	Mentors engage in conversations about program goals, mentor roles, and selection criteria prior to application.

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