



# Alpha Kappa Alpha Sorority, Inc.



## MENTORING GUIDE FOR Lambda Eta Omega



# WHAT IS MENTORING?

Mentoring is a sustained relationship between two people.

It is a personal process that combines role modeling, nurturing, training, and working together to discover and develop the mentee's abilities.

It also provides support, knowledge, and encouragement for professional development.

*It is known as guidance from an experienced member to one that is not as experienced to nurture and grow their membership.*



# AKA'S MENTORING OBJECTIVES



Enriching the membership experience of sorors through the establishment of an internal support system focused on continuous learning within Alpha Kappa Alpha Sorority, Incorporated.



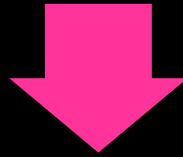
Fostering healthy sisterly relations and promoting good sisterly behavior.



# EXPECTATIONS.....



Sorors are asked to be the source of wisdom and encouragement for each other.



This includes current, newly initiated, transfer or reactivated sorors and graduate and undergraduate sorors.



# WHAT MENTORS DO.....

1. Mentors support growth
2. Mentors serve as a source of knowledge
3. Mentors maintain accountability
4. Mentors offer encouragement
5. Mentors are willing to listen
6. Mentors serve as a trusted ally
7. Mentors can offer constructive feedback
8. Mentors provide guidelines
9. Mentors have relevant experience
10. Mentors are a free resource





# MENTOR “DONT’S”

DON’T TREAT MENTEE AS FREE LABOR

DON’T GOSSIP ABOUT THE MENTEE

DON’T MICROMANAGE THE MENTEE

DON’T DIRECT THE MENTEE TO TAKE SPECIFIC ACTIONS



# BENEFITS OF THE MENTOR/MENTEE PROGRAM



Learn from others

Transfer knowledge and skills

Increase one's stature as a sorority leader

Bring enthusiasm, optimism, unselfishness and respect to the relationship

Develop new personal and professional relationship

Refresh one's outlook on the sorority



# MENTORS AND MENTEEES.....

- Phone or text each other
- Exchange cards and small gifts
- Lunch date
- "I knitted her a lap blanket"
- Baked cakes
- Thoughtful tokens
- Text or call about appropriate attires for meetings/rituals/conferences
- Send reminders to check email, GroupMe and emails from Corporate and SER
- Show acts of kindness (during illness, death of love ones, etc.)
- Reminder of documents and standing rules\*\*









"I've learned that people will forget  
what you said, people will forget what  
you did, but people will never forget  
how you made them feel."

-Maya Angelou

