

FAQ for Mentees

1. Why do I need to apply to be considered?

Applying ensures that mentees are genuinely interested and committed to participating in Syska's Mentorship Program. The information you provide in the application is used in Mentorease, the platform that helps organize and align mentor-mentee preferences. This allows the program team to understand your goals, interests, and development priorities so they can make thoughtful, well-matched pairings. The application process helps create mentoring relationships that are productive, supportive, and meaningful.

2. As a mentee, what are my responsibilities?

As a mentee, you play an active role in the success of the mentorship relationship. Key responsibilities include:

- **Preparing for meetings** by reflecting on your professional development goals; the broader skills, experiences, and career directions you want to grow toward. These are separate from your annual performance goals and help guide meaningful conversations with your mentor.
- **Communicating openly** about what you want to achieve and the challenges you're facing.
- **Following through on action items** that you and your mentor agree on.
- **Taking the lead in scheduling sessions** and managing logistics to respect your mentor's time.
- **Being receptive to feedback** and willing to consider new perspectives.
- **Applying what you learn** and sharing updates on your progress.
- **Maintaining consistent engagement** by staying involved, asking thoughtful questions, and showing initiative.

3. How long do I need to allocate for the program? How many hours are involved?

The expected time commitment is 6 hours over 3 months, which generally works out to:

- **30 minutes every week**, or
- **2 hours per month**

This is a guideline rather than a strict requirement. You and your mentor can decide on a meeting schedule that supports your goals and fits both of your availability. As a starting point, mentees are responsible for booking the meetings unless the mentor prefers to take the lead.

4. How are mentors matched with mentees?

Matches are created using information provided by both mentors and mentees through the MentorEase platform. The matching process takes a holistic approach, considering factors such as professional interests, experience, areas of expertise, and development goals. MentorEase helps identify strong alignment, and the program team reviews these insights to create pairings that are well-suited and mutually beneficial.

5. How can I make the most of my mentoring experience?

Open communication is central to a productive mentoring relationship. Throughout the program, you should regularly discuss your progress with your mentor and revisit the **professional development goals** you established together at the start. Coming prepared with questions or topics, being honest about challenges, and staying open to feedback all help deepen the conversation. Taking initiative, following through on agreed upon action steps, and actively applying what you learn will help you gain the greatest value from the experience and support your long-term growth.

Additional ways to strengthen the relationship

- **Consistency** — keeping meetings regularly helps build momentum.
- **Reflection** — sharing what's working and what you're learning helps your mentor support you more effectively.
- **Curiosity** — asking thoughtful questions opens the door to new perspectives and opportunities.

6. Can I be matched with someone outside my department/discipline?

We aim to match mentors and mentees with similar professional backgrounds whenever possible. However, exact matches cannot always be guaranteed. In some cases, a cross-discipline match can actually be beneficial—offering fresh perspectives, broader exposure to the firm, and insights into different career paths or problem-solving approaches.

7. What happens if I have issues with my mentor?

It is normal that not all relationships will be perfect. If you find yourself in a situation where conflict or any other problem has developed, please email us at **mentorship@syska.com**. A member of our mentorship committee will work with you to resolve issues. If you and your mentor are not right for each other, we will end the mentoring partnership early in the relationship.

8. What if I don't get selected for the program?

Not being selected does not reflect on your qualifications or potential. The program has a limited number of openings, and selections are based on available mentor capacity and creating balanced, well-matched pairings. We encourage you to stay connected through the website for future enrollment periods, as the program will continue to grow and offer additional opportunities. You are welcome to reapply when the next cohort opens.

9. Will I receive feedback during the program?

Yes. Mentors are encouraged to provide constructive feedback throughout the program to support your professional growth. Feedback may relate to your communication, decision-making, skill development, or progress toward your goals. Staying open to feedback—and discussing it with your mentor—will help you learn, adjust, and get the most value from the experience.

10. Is confidentiality expected in mentoring conversations?

Yes. Mentoring conversations are expected to remain professional, respectful, and handled with discretion. Sensitive topics—such as career concerns, challenges, or personal reflections—should stay within the mentoring relationship to support open, trusting dialogue. At the same time, mentoring is a professional development space, so discussions should stay focused on growth and workplace experiences rather than personal or HR related matters.

11. What if I don't see immediate results from mentoring?

Growth often unfolds gradually. Mentorship is a long-term development experience, and it's normal not to see immediate or dramatic changes right away. As you apply what you learn, reflect on conversations, and build new habits over time, the impact typically becomes clearer. Small shifts in confidence, clarity, or decision-making often add up to meaningful progress.

12. Will I be evaluated as part of the program?

The program may include feedback surveys or check-ins to understand your experience and help improve future mentorship initiatives. These are designed to strengthen the program, not to evaluate your job performance or assess you in any formal way.