



Sigma Chi
CAREER ADVANTAGE

BEST PRACTICES FOR MENTEES

FINDING THE RIGHT MENTOR

- **Be Clear on Your Goals:** Know what you want help with — document reviews such as resumes, mock interviews, career planning, academic support, personal growth, etc.
- **Start with Existing Fraternity Relationships:** Leverage your chapter advisors, brothers who have graduated, members you have met at Sigma Chi events, or the broader alumni network – check out Alumni groups in your area or intended location.
- **Look Beyond Professors:** Consider university alumni, graduate students, past employers, club sponsors, or even peers who are ahead of you in experience.

BUILDING THE RELATIONSHIP

- **Be Proactive:** Reach out with a short, respectful message explaining why you're reaching out and what you hope to learn. Mentorship should never be about what the mentor can “do” for you.
- **Be Respectful of Time:** Ask for specific, reasonable time commitments, such as “Would you be open to a 30-minute chat once a month to discuss XYZ?”
- **Take Initiative and Follow Through:** You set the agenda, follow up on meetings, and track progress.

MAKING THE MOST OF MENTORSHIP

- **Come Prepared:** Bring questions, updates, and challenges you're facing to every meeting. Be respectful of your mentor's (and your own) time.
- **Be coachable:** Take feedback seriously and act on it — even if it's tough to hear. Live your Sigma Chi values.
- **Stay Curious and Open:** Be open to perspectives you hadn't considered, even if they challenge your views.

COMMUNICATION IS KEY

- **Be Honest and Vulnerable:** Share your real challenges — mentors are there to help, not judge.
- **Give updates:** Let them know how their advice helped or what progress you've made.
- **Express Gratitude:** A simple thank-you message after meetings or milestones goes a long way – a handwritten note is even better!

LONG-TERM MINDSET

- **Mentorship is a Two-Way Street:** Offer updates or insights your mentor might appreciate, such as useful articles or opportunities. Talk about your Sigma chi experiences!
- **Be Patient:** Strong relationships take time to build; don't expect instant results. If your mentor is a Sigma Chi, consider your shared values if you're struggling to connect.
- **Know When to Transition:** It's okay if mentorship evolves or ends — express gratitude and keep the door open for future connection if you wish.



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SET THE FOUNDATION

- **Clarify Expectations Early:** Discuss the scope, frequency, and boundaries of the relationship. Align on goals and what mentorship means to both of you.
- **Be Approachable and Available:** Create a safe space for honest conversation. Let your mentee know how and when they can reach you, recognizing most young professionals prefer text nowadays.
- **Understand Their Context:** Ask about their background, interests, goals, and struggles, and consider how that may differ from your own perspectives and biases. Tailor your advice accordingly.

COMMUNICATE EFFECTIVELY

- **Listen First, Advise Second:** Ask open-ended questions. Help them think through decisions rather than telling them what to do.
- **Give Constructive, Actionable Feedback:** Frame feedback in a growth-oriented way. Be honest but kind — aim to build confidence, not tear it down.
- **Be Consistent but Flexible:** Regular check-ins (even brief ones) go a long way. Life happens — adjust expectations when needed.

SUPPORT THEIR GROWTH

- **Encourage Ownership:** Empower them to take the lead in setting agendas, tracking progress, and identifying challenges.
- **Offer Perspective, Not Prescription:** Share experiences and ask reflective questions instead of dictating choices. Remember what differences you may be encountering.
- **Challenge Them Thoughtfully:** Push them to stretch, think bigger, or consider new perspectives — but do so with support.

MODEL AND OPEN DOORS

- **Model Integrity and Professionalism:** Your actions and mindset shape their development. Be the example. Live the Jordan Standard.
- **Share Your Network (When Appropriate):** Offer introductions or opportunities if they're ready and it's relevant — but don't feel obligated. Even connections within your broader Sigma Chi network, regardless of industry, could be beneficial.
- **Advocate When You Can:** Offer a recommendation, nominate them for roles or awards, or provide referrals if you believe in their readiness.

SUSTAIN THE RELATIONSHIP

- **Celebrate Wins:** Acknowledge their progress and milestones. It builds confidence and trust.
- **Practice Mutual Learning:** Stay open to learning from your mentee — their perspective may enrich your own growth.
- **Know When to Step Back:** Not all mentorships last forever, but brotherhood lasts a lifetime. Exit gracefully when it's time, and leave the door open for future connection if you wish.