

Mentorship Getting Started Guide

What to Expect

The Mentor Program is not a one-size-fits-all experience. Each mentor–mentee partnership is shaped by the mentee’s goals and supported by the mentor’s experience and perspective.

- Conversations are informal and development-focused
- There is no required agenda or fixed structure
- Scheduling and meeting cadence are flexible and decided by the pair
- This is not a supervisory or evaluative relationship

At its core, mentorship is about learning together.

Your First Conversation

The initial meeting is a chance to connect, align expectations, and decide how you’d like to work together.

Start with Connection

Spend a few minutes getting to know one another:

- Current role and background
- How long you’ve been with Hilltop
- One thing you enjoy about your work
- One personal or fun detail (optional)

Building rapport early helps create trust and openness.

Mentee Goals & Focus Areas

Mentees are encouraged to share:

- What motivated you to join the Mentor Program
- One to three areas you’d like to grow, explore, or gain perspective on
- What a successful mentorship experience would look like for you

Helpful reflection prompts:

- What do I want to learn or develop?
- What feels challenging right now?
- Where could guidance or perspective help most?

Expectations & Shared Ownership

Take time to align on:

- Meeting frequency and length
- Preferred ways to connect (Teams, email, in person)
- Confidentiality and trust

A successful mentorship is a partnership:

- The mentee helps guide the focus
- The mentor offers insight, encouragement, and perspective
- Both commit to showing up prepared and open to learning