

# JANUARY 2024 LENS MEETING RECAP

## MENTOR RECRUITMENT BEST PRACTICES



### SPREAD THE WORD ABOUT YOUR PROGRAM

**Table in the Community** - Being out in the community and being a community member is a great way to raise awareness of your program and build relationships. Set up a table at events where your target audience is. Strike up conversations and be prepared with info on all the ways people can support your organization.

**Use Your Current Network** - Ask alumni, volunteers and other involved with your organization to help spread the word to people they know.

**Improve Your Online Presence** - Create a Facebook Group, LinkedIn Page, or register on the Mentoring Connector. Make it easy for people to find your info!



### FIND GREAT-FIT MENTORS

**Initial Interview** - Schedule a phone or in-person meeting with new members. Ask about their background and past experiences. Consider having each person take a personality assessment.

**Provide Insight Into Sessions** - Share activity ideas and a flow for mentoring sessions. Make sure that each person **wants** to be a part of the relationship.

**Set Expectations** - Provide clear guidelines about the mentoring relationship. Let both the mentor and mentee know how often they should meet and what each session should focus on.



### GROW YOUR ORGANIZATION

**Recruit at the Right Time** - Depending on the type of program you have, recruiting might work better during a certain time of the year. If you work with students, recruit at the start of a new semester or during back-to-school season.

**Build Partnerships** - Connect with fellow mentoring programs. Be each others' allies and share ideas. If you have a volunteer who isn't a good fit for your program, make a recommendation to a partner program!

**Streamline the Process** - Make becoming a part of your program quick and easy. Set up an online form or designate one person to focus on recruitment.

Thank you to our amazing panelists!

