

Mentoring

Vision:

Aligned with the long-term strategic goal to encourage knowledge and experience sharing throughout the USGS

Mentoring offers:

• low-cost, long-term professional development • an opportunity for critical skills transfer • improved recruitment and retention • faster acculturation for newer employees • leadership development • increased collaboration across disciplines

Get One • Be One:

Whether you decide to get a mentor, be a mentor, or both you will have the chance to:

• develop your career • gain new perspectives • be a unique source of information for your partner • build a professional network to enhance science-sharing • pass on your experiences to another member of the USGS team • work with someone you may not have the chance to work with otherwise • and much more

**** Please note that supervisory approval is required prior to your participation in the mentoring program.**

	1-year Guided Mentoring	Self-Directed Mentoring
Mentoree Eligibility	Permanent, SCEP, TERM and STEP student employees with approximately 5 years of USGS service or less.	Open to all interested USGS employees.
Mentor Eligibility	Voluntary mentor applications are encouraged and appreciated.	Voluntary mentor applications are encouraged and appreciated.
Process	Accepted mentorees select their top three mentors from a regional mentor group. The Mentoring Team matches pairs based on mentoree objectives and mentor background. Partnerships are initiated with a 2-day shadowing/training event. Mentoring partnership opportunities begin every 18 months in each region. Check out the mentoring web site for your next opportunity to get involved.	Attend a 3-hour seminar on creating and initiating your own Self-Directed mentoring partnership. Attendees can access a database of potential USGS mentors.
Availability	Up to 35 mentors/ 35 mentorees in each USGS region every 18 months	Cyber seminars are offered throughout the year. Go online for a schedule of Self-Directed Mentoring cyber seminars or contact Kim Miller to request a live seminar at your location.
Required Resources	2-day start up which includes a shadowing assignment as well as a partner training at the mentor's location. Travel costs will be covered by the Office of Employee Development. It is expected that each participant will complete 1-4 hours of mentoring activities each month of their 1-year partnership.	3-hour live seminars or cyber seminars are available for your office location at no charge. However, we require a minimum of 10 attendees for our live seminar. Mentoring partner meetings may occur during work hours subject to supervisory approval. Duration of partnership determined by partners.
How to Apply	Apply online at the web site below.	Register online at the website below to receive valuable information regarding your partnership.
Who's Involved	As of Jan. 2004— 300 USGS Employees	As of Jan. 2004— 335 USGS Employees

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Paired for a Powerful Science Future