1. **REFLECT** *(First 10 minutes)*
Each person, write about your experience.

**Self Assessment:** What are your strengths? What challenges do you face? What kind of support could you use in your career? How might you be able to help someone else in her or his career?

**Purpose:** What are some of your current goals and objectives? How might mentoring relationships – existing or potential - help you reach these?

**Investigation:** Identify 3-5 people with whom you would like to cultivate more effective mentoring relationships. These could be new relationships and/or existing relationships. Try and identify a broad range of people, paying particular attention to both similarity and difference.

2. **PRACTICE** *(For the next 10 minutes)*
Now pair up. Share with your partner your reflections on the current state of your mentoring relationships. With your partner, strategize on how you might cultivate effective mentoring relationships with the people you have identified. How might you approach these people? What do you expect to give and get in return in these relationships? After 5 minutes, switch and let your partner share. Stick to the allotted time so everyone gets a turn.

3. **DISCUSS** *(For the next 15 minutes, as a group)*
Each person, share one key discovery or reflection from this education module. What resonated with you (or not) based on your personal background and identity?

If time permits, select one strategy from this education module you like to discuss further. Then have group members share how they have used (or could imagine using) this strategy to effectively navigate challenges at work. For this discussion, share experiences, do not give advice.

4. **ACTION** *(For the final 10 minutes)*
Pick One Action you will do after the meeting. Imagine who, what, where, and when it will happen. Each person, share the One Action with the group. Plan to report back at the next meeting.

One Action: