

# Getting started – finding a mentor, developing a cohort

In any job, we can benefit from having a cohort and mentors.

Use the suggestions below to help you grow in to your potential.

## Find Mentors and Form a Cohort – Learn and Grow

### Cohort.

Meet and learn from other recent UC ANR personnel.

Consider

1. Social media: A Facebook group; or a Twitter feed, or...
2. A listserv (like the UC ANR Collaborative tool group,
3. Social meetings, etc..

Find UC [ANR people](#) on the UC ANR site



### Mentoring

**Be proactive.** Discuss a mentoring plan with your immediate supervisor.

**Meet people.** Meet lots of people (e.g., County Directors, Advisors, Specialists, Faculty, Department heads, and leaders of UC ANR Workgroups, Program Teams and Strategic Initiatives).

**Identify mentors.** Consider people who are:

1. In the same technical field,
2. Trusted and admired, and/or
3. Experienced to help you navigate the system.

With your mentor,

1. **Establish expectations.** How you are going to interact (phone? Email? Meet? ..) and the frequency on contact.
2. Write a **“To do List”** to help you focus and meet your mentoring goals.  
Note: Include a regular check on your performance relative to the merit/promotion process, so you can adjust, as needed.

