Getting started – Finding a Mentor and Developing a Cohort

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

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

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

**Cohort**

Meet and learn from other recent employees.

Consider connecting through

1. Social media: A Facebook group, a Twitter feed, etc.
2. A listserv (like the UC ANR Collaborative Tools Group, email) and/or
3. Social and business 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? Meetings?) and the frequency of contact.

2. Write a “To do List” to help you focus and meet your mentoring goals.

   Note: Include a regular check-in on your performance relative to the merit/promotion process, so you can adjust as needed.