



Types of Mentoring

Situational (Short-term) Mentoring

Situational mentoring gives Horatio Alger State and National Scholars a way to address immediate learning needs with one or more Horatio Alger Alumni Mentors should a question or concern arise. Alumni Mentors can offer solutions and ideas at the same time so that learners get quick answers or advice about issues or inquiries within a short amount of time. A Scholar is free to email more than one situational mentor about one topic if they would like. For example, a Scholar may choose to email a few Alumni Mentors who are in the finance industry regarding specific questions about his or her career search.

The purpose of situational mentoring is to provide a valuable learning opportunity for Scholars while requiring a limited commitment of time and resources for the more experienced Alumni Mentors. This type of mentoring could be an exchange of just a few emails. While Mentors and Mentees can mutually decide to continue the dialogue after the specific situation has been resolved, the commitment is to participate only to address the situational need. Should a relationship between two individuals develop from a situational case, a Mentor and Mentee may decide to sign on for a committed mentoring relationship at any time.

Committed (Long-term) Mentoring

Committed mentoring builds more of a relationship between a Mentor and a Mentee and is meant to be a long-term commitment. Committed mentors and mentees must agree to communicate at least every other week (usually done via email). For this type of mentoring to be successful there must be a reciprocal, comfortable relationship between Mentor and Mentee.

A mentoring relationship takes time to build, but at its best, it is a powerful personal relationship with a strong potential to positively influence a Scholar in his or her quest to obtain a Bachelor's degree. Alumni Mentors commit to listening to Scholars without judgment while inspiring, informing, guiding, encouraging, and supporting their Scholars with the goal of helping to contribute to the student's personal and academic development.

Alumni Mentors may learn more about the expectations of a committed mentor by referring to the **Mentor Resources** and viewing the *Mentoring Manual*. Scholar Mentees may learn more about the expectations of a committed mentee by referring to the **Mentee Resources** and viewing the *What is a Mentee?* document.