

Career Connect Mentor FAQs

- Q. What is the difference between mentoring and coaching?**
A. Mentoring is a less formal relationship formed over a longer period of time and with a broader view of the person. The focus in mentoring is on career and personal development whereas coaching is generally focused on specific work challenges. Coaching is typically a formal relationship with a set duration focused on specific development areas relating to someone's current performance. It is typically carried out by someone who has been professionally trained as a Coach.
- Q. Do I have to be a Finsia member to be a mentor?**
A. Yes, all our mentoring programs require you to be a Finsia member.
- Q. Do I need to go through training to become a Mentor?**
A. There is no training however we do have online resources to assist you and a Start Up Guide which we recommend all Mentors to read.
- Q. What is expected of Mentors in terms of time commitments?**
A. The Career Connect program consists of 3 mentoring sessions which should run for a minimum of 1 hour each. There may be some additional time involved in emails between you and your mentee and reviewing of CV etc. You should be prepared to commit to at least 6 hours.
- Q. Do I have to plan each session myself?**
A. No, the online system guides you through the program step by step.
- Q. Are the mentoring conversations kept confidential?**
A. Yes, both parties are required to sign a Mentoring Agreement at the commencement of the program which stipulates the need for confidentiality, amongst other things.
- Q. How do I get selected as a Mentor?**
A. Our online platform has a sophisticated self-serve matching process. Mentees will be able to search for Mentors themselves so it's important that your profile is accurate and complete.
- Q. What happens if I don't get on with my mentee?**
A. Not every match works out and that's ok. It's important that both mentee and mentor are on the same page. If there are issues, the Finsia professional development team is here to support you and if the relationship isn't working for you, we will help the mentee find a new match.
- Q. Do I get Finsia points for being a mentor?**
A. Yes you are eligible for 15 Finsia points when you mentor in the Career Connect program.
- Q. Do I get CPD points for being a mentor?**
A. Yes, you should be able to accrue 6 unstructured CPD points for mentoring on the Career Connect program but you will need to confirm with the Association that grants your CPD points.
- Q. What happens if I end up with 10 mentees?**
A. You can select how many mentees you wish to take on.

Q. How will being a mentor benefit my career?

A. Becoming a mentor is an opportunity to demonstrate your leadership skills and help prepare you for your next role. It looks pretty good on your resume too!

Q. How long do we have to complete the three mentoring sessions?

A. The program is 2 months in duration.

Q. Who is responsible for initiating the meetings and planning the location?

A. Your mentee is responsible for initiating the meetings. The location of your meetings should be somewhere convenient for both of you.