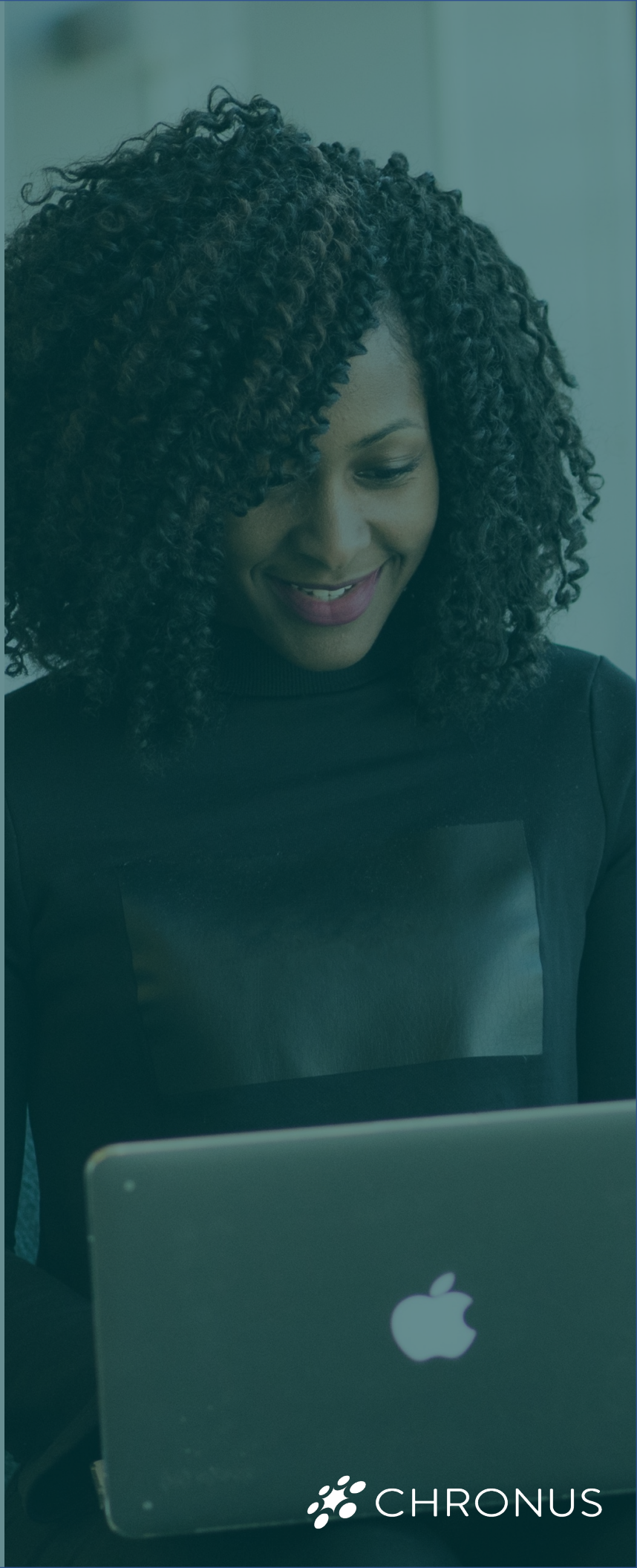


Mentoring Engagement



How To Improve Engagement

From our [customer data](#), we've found adding any of these features to your mentoring program will help increase engagement:

- **Adding Video Conferencing Capabilities**
- **[Integrating](#) With Communication/Collaboration Platforms**
- **Enabling Meeting Scheduling Functionality**

In addition, we also recommend considering the following engagement best practices.

Give People A Reason To Come Back

Make sure you're providing participants with the proper tools, resources and benefits to compel their engagement. Clearly communicate the WIIFM (*What's in it for me?*) to both mentors and mentees. Review the resources you've incorporated into your mentoring program. Are they relevant to your mentoring population and consistent with your organization's culture? Be sure to guide participants through the relationship, helping them to set up tasks and milestones as they progress through the program.

Encourage Goal Tracking

As humans, it's natural to want to track our progress and performance. Encourage and enable this for mentors and mentees. Showcase how to set up goals and check off tasks and milestones along the way. Mentors and mentees should be working on these together over the course of their relationship, so at the end of the connection, they can look back and see what they were able to achieve together and what impact mentoring had on them.



Solicit Feedback

Driving engagement is just as much about knowing what your participants don't like as what they do. Make sure you're regularly surveying your participants to understand what parts of the program are working well for them and what parts are not. Make sure participants understand that you are actively looking at the survey results to see how the program should be adjusted to improve the participant experience. If they see you're making impactful changes, they'll continue to give important feedback.

Mentoring Platform Tips



Participant Surveys

The Chronus mentoring platform automatically serves up participant surveys at the beginning of the program, 30 days into the program and at the close of a mentoring relationship.

Drive Advocacy with Mentoring Champions

Whether it's a senior leader in your organization or a prominent individual contributor with a passion for company culture, tap those in your who care about mentoring to speak up on the program's behalf. Hearing about the impact from a peer or colleague can remind or encourage participants to revive their mentoring partnerships with a new focus or purpose. Telling the story of the program from the individual level to the company level brings visibility to the impact of mentoring. Some other ideas for driving advocacy are:

- Ask your senior leaders to mention it in the next all-hands meeting
- Invite mentoring participants to share their story through an event or in short videos