

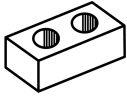
Information for Mentors



The Opportunities

Built By Us run three programmes, with the essential support of volunteers:

Title	Aim	Commitment	Volunteers
Build Programme	To support people entering the industry with access to advice and mentorship	Single themed events(1.5 hours) for example CV development, preparing for interview etc.	Speakers and panel members for Q&A
The Shape Programme	To support diverse built environment budding and start-up entrepreneurs	A 6-month programme with a commitment of 2-3 hours per month	Mentors for 6 months, 1-1 partnership
The FLUID Programme	To support people at all career stages to progress their careers and support the development of leadership skills	A 12-month programme, with a commitment 2 -3 hours per month	Mentors for 12 months 1-1 partnership



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We encourage everyone and particularly those underrepresented in construction/professional services to take part including women, people from black and minority ethnic backgrounds, disabled people, people who are LGBTQIA or are experiencing disadvantage to take part.

Visit the Built By Us website to find out more, www.builtbyus.org.uk; follow us on Twitter, and Instagram for programme updates @builtbyusUK; or sign up for our monthly newsletter.

What is a mentor?

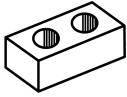
A mentor is an experienced and thoughtful individual who is committed to investing their time to assist in the growth and development of others. A mentor is willing to share their knowledge, experience, and wisdom and act as a guide and role model.

A mentor supports and encourages the development of the mentee and provides actionable guidance to help them achieve their goals. The mentor offers a fresh perspective and an independent point of view while guiding a process that fosters the growth and educational development of the mentee.

100% of Mentee respondents feel programmes such as FLUID Mentoring help to bring diversity to their industry. *"It's important for people to be able to look up to others who are like them, to have role models."*

What are the expectations for Mentors?

- A commitment to the Programme and a willingness to treat mentoring as a priority
- To support your mentee by sharing your skills, knowledge wisdom and experience.



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- Actively listen to your mentee offering advice and guidance when it is appropriate.
- Focus on developing the mentee's goals to help them realise their potential.
- Encourage and facilitate a two-way flow of information – mentors often gain as much from the relationship as the mentee.
- Instigate and maintain a confidential dialogue with the mentee.
- Encourage your mentee to select/identify the most suitable solutions for their career progression and leadership development rather than provide direction.
- Participate in programme/event evaluation

Skills and attributes

CRITERIA	STANDARD	Essential/ Desirable
Skills	Good communication skills	E
	Ability to relate to a variety of people	E
	Ability to share experiences	E
	Ability to motivate people	D
Approach	Non-judgmental	E
	Patient	E
	Reliable	E
	Commitment to diversity and inclusion	E
Experience	Experience of studying or working in a built environment field	D
	Experience in career mentoring or coaching	D
	Knowledge/ Awareness of issues facing the mentoring cohort	E
	Understanding of BBU's values	