



# Mentee Expectations

AACE

**MENTORING  
RESOURCES**

## AACE Mentoring Program

As a mentee, you may seek career guidance and new perspectives by reaching out to fellow industry colleagues. Navigating your professional development can be challenging. A mentor can help you work through your goals and gain valuable skills in a one-on-one format, providing support that will help you achieve your next step. Whether new to the industry or mid-career, the AACE Mentor Network works to remove the challenge of finding the right mentor and provides mentees with the opportunity to:

- Gain insights into requirements for professional growth
- Knowledge and experience that will help guide your career
- Expand your professional network
- Receive individual recognition, encouragement, and advice
- Improve your leadership, communication, and technical skills
- Discuss what you hope to gain from the relationship to determine if the match is a good fit.
- Develop a schedule and expectations with your mentor.
- Work collaboratively with the mentor to define your career goals and identify your skills.
- Assess current skills and development needs.
- Discuss career paths and technical development opportunities.
- Be open to resources and advice from your mentor and accept feedback.
- Keep discussions confidential.

Mentees work collaboratively with the mentor to set goals, gain knowledge, and increase skills. The mentoring relationship is a topic focused, one-on-one relationship with expectations established for the engagement.

- Complete your mentor profile. This information will be an introduction to mentors.
- Search for a potential mentor via an [online search](#).
- Contact the prospective mentor and schedule an initial meeting.

You are expected to contact the mentor if you need to end the engagement or make changes to the schedule.

While it can take some time for relationships to develop, there may come a time where you feel the relationship isn't working out. In the unlikely event that happens, you can end the mentoring relationship and re-match online. If the relationship is being terminated due to misconduct, please reach out to [mentoring@aacei.org](mailto:mentoring@aacei.org) so we can address the situation. By participating in the program, you agree to the [terms and conditions](#). The mentoring program is an AACE membership benefit. Mentors and mentees are subject to the [Canons of Ethics](#). For ethical complaints, please follow the procedures outlined in the ethics violation policy in the [AACE Organizational Manual](#).