Getting started – Finding a Mentor and Developing a Cohort

University of California
Agriculture and Natural Resources

In any job, we can benefit from having a cohort and mentors.

Use the suggestions below to help you grow into your potential.

Find Mentors and Form a Cohort – Learn and Grow

Cohort

Meet and learn from other recent employees.

Consider connecting through

1. Social media: A Facebook group, a Twitter feed, etc.
2. A listserv (like the UC ANR Collaborative Tools Group, email) and/or
3. Social and business meetings, etc.

Find UC **ANR people** on the UC ANR site

Mentoring

Be proactive. Discuss a mentoring plan with your immediate supervisor.

Meet people. Meet lots of people (e.g., County Directors, Advisors, Specialists, Faculty, Department heads, and leaders of UC ANR Workgroups, Program Teams and Strategic Initiatives).

Identify mentors. Consider people who are:

1. In the same technical field,
2. Trusted and admired, and/or
3. Experienced to help you navigate the system.

With your mentor,

1. **Establish expectations.** How you are going to interact (Phone? Email? Meetings?) and the frequency of contact.

2. Write a **"To do List"** to help you focus and meet your mentoring goals.

   Note: Include a regular check-in on your performance relative to the merit/promotion process, so you can adjust as needed.