

Building a Supportive Mentoring Network: A Guide for Mentees

2026



Mentor Canada



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ABOUT MENTOR CANADA

Mentor Canada is the only national registered charity dedicated to supporting and building capacity for mentoring across the country, linking programs and initiatives to a comprehensive portfolio of leading-edge mentoring resources, research, training, and networking opportunities.

Our Mission:

To accelerate and scale world-class mentoring in Canada.

ABOUT THE CANADIAN ASSOCIATION FOR SUPPORTED EMPLOYMENT

The Canadian Association for Supported Employment (CASE) is a national association that facilitates opportunities for service providers and employers to increase employment inclusion in Canada for persons experiencing disability. CASE envisions a country in which all people experiencing disability have equal opportunity to secure and sustain relevant, purposeful employment.

Visit the [Canadian Association for Supported Employment \(CASE\) website](#).

ABOUT MENTORABILITY CANADA

MentorAbility Canada is a national initiative that facilitates unique, short term mentoring opportunities between employers and people experiencing disability. By providing and celebrating successful mentoring experiences in communities across Canada, this initiative is part of a national effort to promote the employment of Canadians experiencing disability.

Visit the [MentorAbility Canada website](#).



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INTRODUCTION

Who Is This Guide For?

This guide is for young professionals, youth with disabilities and those who want to explore careers. It shows how to build a support network through mentoring. Planning your future can be hard, but having support makes it easier.

The guide helps you find people who can support you. It explains how to learn about career mentoring and why it is important. You will also learn how to prepare for and engage in mentoring.

After mentoring, think about what you learned. Use your new knowledge and connections to plan your next steps. Remember, your journey and voice are important.

What Is This Guide About?

This guide is about mentoring and how it can help you as you explore and build your career.

What Is Mentoring?

Mentoring is a special relationship. It helps people grow and learn together. Mentors listen, give advice, and support others. They help open doors to new chances and connections. Mentoring can happen anywhere. It can be about different topics, areas, or fields. This guide is about career mentoring.

Who Can Be a Mentor?

Anyone can be a mentor. A mentor is a trusted person who has experience and wisdom in an area or on a subject. The mentor wants to pass on that information to someone with different experiences or skills. You can think of a mentor as a bit of an advisor, guide, teacher, coach and role model all in one.

Mentors have important roles. They listen carefully and give helpful feedback. They keep things private and respect the mentee's goals. Mentoring is about learning and growing together.

Who Can Be a Mentee?

Just like a mentor, anyone can be a mentee. A mentee is someone who does not have experience or knowledge in an area or on a subject. The mentee wants to learn about the area or subject. But they want to do it in a less formal way than through a course or class. The mentee may also be interested in the other benefits that mentoring offers.

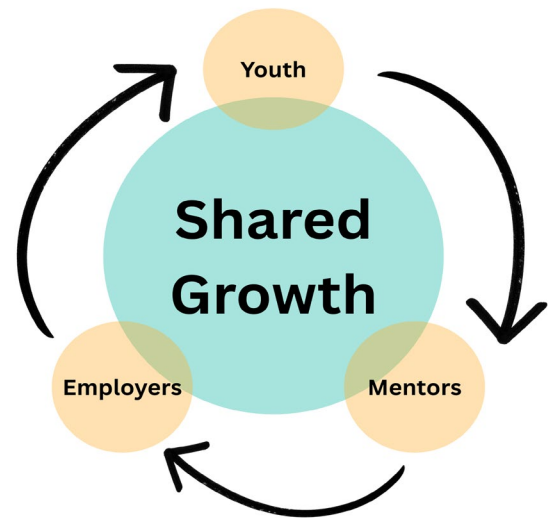
Mentees have important roles too. They need to be proactive. They need to follow up on advice or new connections. They need to lead the process in many ways.

Mentors and mentees both learn and grow. They share experiences and respect each other. This relationship is built on trust and openness. It is a two-way process where both people benefit.

The Role of Employers

Employers are also important for mentoring. Employers provide the time for staff to be mentors. Employers often provide the space for the mentoring to happen. Employers may also have formal mentoring programs in place that encourage their staff to become involved.

This creates a circle of support for career mentoring. Everybody helps each other to grow through the process.



How To Use This Guide

This guide is meant to help you explore careers and build a strong support network. It provides the following resources.

- There is information on career mentoring and why it is important.
- It has useful advice for you to build your network and increase your connections.
- There are steps to help you be prepared and engaged in the mentoring experience.
- It has information on what happens after your mentoring relationship ends.
- It has information on programs and where you can get help.

This guide will help you understand mentoring and how it can support your career.



PART 1: WHAT IS CAREER MENTORING

Mentoring can happen in different ways. It can be set up to meet the needs and preferences of individuals or groups. Mentoring moments are the interactions between a mentor and a mentee. These moments can be a single interaction. But they can be very meaningful. The mentoring happens in casual conversations. Mentors share advice or give guidance as needed or asked by the mentee.

Formal and Informal Mentoring

Mentoring can be formal or informal. Informal mentoring is very natural. It can happen between people who share a common bond or interest. Informal mentoring can happen with a teacher or relative or co-worker.

Here is an example of informal, or natural, mentoring:

Lina often visits her grandmother's house. Her uncle Jordan is there sometimes. Jordan is an architect. He sketches while he visits. Lina asks him about his drawings and Jordan shares some tips with her. Soon, Lina brings her own sketchbook to the visits. Jordan and Lina develop an easy way of talking during the visits. Jordan gives Lina helpful feedback whenever they see each other. There are no formal lessons. But there is a natural bond. This encourages Lina to grow more confident about her art. Lina grows as an employee and makes advances in their career.

Formal mentoring is more structured. This kind of mentoring relationship may be short or long. It is often done through a program. The program can include a formal matching process. Mentors and mentee are matched based on goals and other factors. This makes sure that mentors and mentees share similar interests. In formal mentoring, the mentor and mentee may not know each other.

Here is an example of formal career mentoring:

José works at a graphic design company. The company has a formal mentoring program. Jose is a mentor. Through the program, Jose is connected with a mentee named Quinn. Quinn wants to improve their skills and move ahead in their career. Jose and Quinn have a check-in chat. Jose listens carefully to Quinn and notes the goals and skills mentioned. Jose offers Quinn some helpful advice and helps to set some short-term goals. Jose also introduces Quinn to a colleague who works in Quinn's area of interest. Jose and Quinn end up having more mentoring moments. Jose shares knowledge and opens doors to new opportunities for Quinn. Quinn grows as an employee and makes advances in their career.



The Roles and Responsibilities in Career Mentoring

Mentoring relationship is a partnership between the mentor and the mentee. The mentor is a person with more experience. Mentors can provide guidance, support and their wisdom. The mentee is a person who wants to learn and grow.

The relationship is purposeful and is built on trust and respect. Each partner is interested in learning and sharing. Each is committed to personal and professional growth.

A mentoring relationship changes everyday conversations into mentoring moments or sessions. There is space for each partner to listen, support and share when they interact.

Mentoring is also a two-way relationship. Each partner has something to give to the other. Each brings different skills and knowledge. Both the mentor and the mentee learn from each other. They contribute to each other's growth. This is called 'reverse mentoring.'

The mentor's responsibilities

The mentor has responsibilities in the relationship. The mentor needs to be intentional with support and learning. They need to listen carefully to the mentee. They need to think about what would help. They need to offer useful advice. They need to encourage the mentee to follow new opportunities. They need to think about what new connections might help the mentee.

Here are some of the mentor's responsibilities.

- Listen actively
- Share experiences
- Provide good feedback
- Keep confidentiality
- Respect the mentees decisions
- Support the mentees goals
- Recognize the learning and insights gained from the mentee

The mentee's responsibilities

A mentor has been trained to support you. The mentoring relationship will help to build on your strengths. It will be led by your goals and objectives. But the success of the relationship depends on you and what you do. You need to be active in the relationship and be prepared.



Here are some of your responsibilities as a mentee.

1. Set your goals.
 - Make sure you are ready for each session.
 - Come with questions or ideas to discuss.
2. Be prepared and engaged.
 - Make sure you are respectful.
 - Show up on time.
 - Listen and take notes.
 - Follow up on advice or guidance.
3. Ask for feedback.
 - Listen with an open mind.
 - Ask questions to clarify.
 - Give respectful feedback to your mentor.
4. Build the relationship.
 - Respect your own values.
 - Recognize your strengths and skills.
 - Apply what you learn from your mentor.
 - Thank your mentor for their time and advice.
5. Ask for feedback.
 - Listen with an open mind.
 - Ask questions to clarify.
 - Give respectful feedback to your mentor.
6. Build the relationship.
 - Respect your own values.
 - Recognize your strengths and skills.
 - Apply what you learn from your mentor.
 - Thank your mentor for their time and advice.
 - Thank your mentor for their time and advice.

Expectations in Career Mentoring

Career mentoring is a partnership. Both people have important roles. It works best when everyone understands what to expect. The tables below explain what mentors and mentees are, and what they are not. This can help build a strong, respectful, and positive mentoring relationship.



What to expect from your mentor	
Mentors ARE...	Mentors ARE NOT...
Supportive guides who work with you. Mentors help you reach your goals.	Bosses who tell you what to do. Mentors do not make decisions for you.
Good listeners who create a safe space to talk and ask questions. Mentors do not judge you.	Counsellors who provide therapy or diagnose you. Mentors do not give advice that you didn't ask for.
Respectful allies who value your identity, culture and lived experience.	Overbearing and do not expect you to agree with their own views. Mentors do not push their political, spiritual or other beliefs.
Skill-builders who help you grow your confidence and abilities. Mentors help you build skills for your career.	Controllers who take over your work. Mentors do not try to fix things for you.
Connectors who introduce you to helpful people and new opportunities. Mentors can help find resources for you.	Gatekeepers who block you from meeting helpful people or finding new opportunities. Mentors do not keep resources from you.
Flexible supporters who respect your accessibility needs. Mentors are open to your needs in how you meet, communicate or learn.	Unsupportive of your accessibility needs. Mentors do not ignore your needs or refuse to adapt.
Learners who also learn from you and your ideas, thoughts and experiences.	All-knowing experts who think they have nothing to learn from mentees.



What is expected from you as a mentee	
Mentees ARE...	Mentees ARE NOT...
Active participants who set goals and take steps to learn and grow.	Passive attendees who expect the mentor to do everything or lead the entire journey.
Decision makers who choose their own direction. The mentor gives support but the mentee leads the way.	Dependent on mentors to make decisions or act for them.
Curious learners who ask questions and work through challenges. Mentees share what they feel comfortable sharing.	Required to share their story. Mentees do not have to share their personal story or private details to get support. Mentees get to decide what they share.
Equal partners who have a unique voice and identity. A mentee's culture and experiences matter.	Responsible for teaching mentors about disability or identity. Mentees don't have to share their lived experiences. But mentees can choose to share when they want to.
People with strengths who bring value to the mentoring relationship. Mentees bring diverse ideas, skills and knowledge.	Defined by limitations. Disability is one part of who a mentee is. But it's not the whole story.
Self-directed and in control of their own journey. Mentees make their own decisions.	Without power and can lead their own path. Mentees are not required to follow advice just because it is given.



Benefits of Career Mentoring

Career mentoring benefits everyone involved. Mentees, mentors and employers all grow and learn. This creates a support network. This provides many benefits for you as a mentee. Here are some of those benefits.

- Goals can be reached faster.
- Independence is increased.
- Confidence is increased.
- Sense of belonging is increased.
- Work skills and knowledge are increased.
- Communication skills are increased.
- Social skills are increased.
- Job and career satisfaction is increased.
- Information about career options is increased.
- Access to opportunities is increased.
- Network of support is increased.

Think about which benefits are most important to you. This can help to guide your mentoring sessions.



PART 2: HOW TO BUILD A MENTORING NETWORK

A mentoring network helps you grow. It includes people who support you. They can be family, friends, teachers, or co-workers. Each person offers different kinds of support, like emotional or practical help.

Why Relationships Matter

Relationships play a powerful role in life and in careers. You build relationships with the people around you. This includes friends, colleagues, mentors, supervisors and others. These people make up your support network. They offer you advice and encouragement. They may give you access to opportunities.

These kinds of connections can help in your career. They may help you learn about job openings or get a referral. They may help you understand the culture of the workplace. They can help you be more confident when you look for a job.

A strong and diverse network is the most helpful. This will give you more support and opportunities.

Examples of Career Support

Here are 3 examples. They show how social and professional networks can support career development.

1

An example of how mentorship can help.

Kelly is a junior graphic designer. She builds a relationship with a senior colleague. The senior colleague provides guidance and reviews of Kelly's work. They help Kelly get ready for performance reviews. Kelly becomes more confident. She has a better idea of the direction of her career.

2

An example of how a referral can help.

Scott is an administrative assistant. He connects with a former co-worker online through LinkedIn. The former co-worker lets Scott know about a job opening that has not been posted yet. The former co-worker agrees to send Scott's resume directly to the hiring manager. This gives Scott a strong referral. This leads to an interview and a new role.

3

An example of how joining professional groups can open up opportunities.

Mentoring is one of the most effective ways to expand your network and community. A mentor can help in many ways. They share knowledge and guidance. They can also introduce you to new people, resources and opportunities. Over time, mentoring relationships help you feel more connected and supported. Mentoring can help you feel more confident as you move forward in your career.



How Mentoring Strengthens Connections

Formal mentoring relationships develop through an organized and structured mentoring program. Mentors and mentees typically do not know one another before the program. The relationship typically has certain program expectations, such as length and frequency of expected contact.

Mapping Your Current Network

This activity will help you see where your support is right now.

Step 1:

The first thing you do is identify all the people in your life. This can include family, teachers, friends, co-workers, community leaders, service providers and others.

Here are some questions to help identify who is in your network.

- Who are the people you talk to every day?
- What places do you go to regularly? Who are the people you talk to there?
- Who do you turn to for advice or answers to questions?
- Who do you talk to about your interests?

Step 2:

The second thing you do is put people into categories. This will depend on what kind of support they provide to you. It could be emotional support. It could be informational support. It could be practical support or disability support or any other kind. It could be work or career related support.

Here are some questions to help identify who is in your professional network.

- Who are the people you go to for career advice or encouragement?
- Who supports your goals or opens doors to opportunities?
- Do you have connections in different areas? This can include in the workplace, at school, in the community or other areas.
- Who have you built strong, trusting relationships with?

Step 3:

The last third thing you do is identify where you have gaps. You may not know experts in your chosen career. You may not have the connections needed in your field. But don't worry. This is normal. It is also an opportunity to expand your network.

How to Expand Your Network of Support

Here are some practical ways you can identify new mentors on your own.

- **Tap into school or alumni networks:** Reach out to people you know from school, university or other programs. This can be a good way to find people with a similar background. They may be willing to help you.



- **Reconnect with former teachers or professors:** Educators often have deep networks. They may be able to introduce you to professionals who match your interests.
- **Check out professional groups or online communities:** Professional groups can be a source of information. They can show which mentors are active in your field of interest. Join online communities, such as LinkedIn professional communities, in your area of interest. They often have local meetups where you can make new connections.
- **Go to events, webinars, workshops and job fairs:** Take part in learning events. This will help you meet different people. It will help you engage with people in your field or area.

Call to Action For Youth: Get Involved in A Mentorship Program!

Structured mentorship programs can help you too. Programs like MentorAbility offer guided support. They match you with mentors who fit your career goals. This can be a great way to find experienced mentors.

What Is the MentorAbility Model?

The MentorAbility Model helps people with disabilities explore careers. It offers short mentoring experiences, lasting from one hour to one day. These can be online or in-person, making it easy to join.

A facilitator supports the mentoring process. They match mentors and mentees. They ensure the experience is safe and accessible. The focus is on learning about careers, not finding jobs.

MentorAbility promotes inclusion by removing barriers. Facilitators can help with accommodation plans or communications needs. The program helps people with disabilities explore career options with the supports they need.

What Is the Mentor Connector Tool?

[Mentor Canada's Mentor Connector](#) is a free online tool. It connects young people with volunteer mentors. A mentor can support your academic, career, or life goals. You can meet your mentor online or in person. You can find mentoring programs across the country.

Mentor Connector is the first national database for mentoring programs. It is available in English and French. This helps you find the right mentor for you.

Short Mentoring Moments

Structured mentorship programs can help you too. Programs like MentorAbility offer guided support. They match you with mentors who fit your career goals. This can be a great way to find experienced mentors.

- "Can you tell me about your typical workday?"
- "What skills are most important in your job?"

Mentoring moments make career exploration easier and less intimidating. They give you a chance to learn from real professionals without a big commitment.

Longer Mentoring Relationships

The 3 stages of career mentoring relationships

Career mentoring is just like many other relationships. It has a beginning, middle and end. The beginning and middle can often overlap. These will be the longest stages of the mentoring process

Here is a description of what each stage will be like.

Stage 1 is about building trust. You and your mentor get to know each other. You talk about different topics. You find out about each other's goals, needs and values. Your mentor gives you social and emotional support. This helps build trust and a sense of belonging. This stage is important for future learning.

Stage 2 focuses on reaching goals. Your mentor helps you learn new skills. Your mentor teaches you professional knowledge. You work together to achieve your career goals. This stage involves planning and action.

Stage 3 is about closure and transition. You and your mentor reflect on what you learned. You celebrate your achievements. You decide how to transition from the roles of 'mentor' and 'mentee.' This stage helps you plan for the future.





What is the MentorAbility Model?

The MentorAbility Model is a unique approach to career mentoring designed for youth and older adults with disabilities.



Here's what makes it different:

Short-Term Experiences

Mentoring moments last one hour to one day, making it easy for mentors and mentees to participate. These experiences can be online or in-person.

Facilitator-Supported

A facilitator helps match mentors and mentees, prepares both for the experience, and ensures the conversation is structured, accessible, and safe.

Disability-Inclusive

The model focuses on removing barriers and promoting inclusion. Facilitators can assist with:

- Accommodation planning
- Communication needs
- Preparation and confidence-building
- Purposeful and Flexible

These conversations are about learning and exploring careers, not job placement. They give mentees a chance to ask questions and gain insight into real workplaces.

Why it matters:

MentorAbility makes career exploration inclusive, supportive, and achievable for youth with disabilities.



PART 3: HOW TO HAVE POSITIVE CAREER CONVERSATIONS

Career Conversations

Career conversations are chats between you and your mentor. These chats help you learn about jobs. You can ask questions and share your interests. These talks help you find new opportunities and solve problems. They are not for getting a job right away.

Identify Your Career Strengths and Interests

Here is an activity you can do to identify your strengths. It is called 'My Strengths and Skills.'

- Write down all of your skills, talents and passions. These are your strengths and skills!
- Think about what you enjoy doing the most and what you are good at.
- Connect your skills and strengths to careers. For example, if you enjoy helping people you might want to explore healthcare or customer service roles.
- Look at your challenges as strengths. For example, if you have faced obstacles you have probably built skills. These can be skills like problem solving or being adaptable to different situations.
- Remember these strengths when you talk with your mentor.

Be Prepared for Career Conversations

Spend time getting prepared for your career conversations. The following steps will help.

1. SET A GOAL FOR YOUR SESSIONS

What do you want to learn?
For example, ask your mentor a question like this, "I want to understand what skills are needed in this job."

3. GATHER MATERIALS FOR THE SESSION.

Bring a resume or portfolio if you have one. Bring something to take notes with.



2. PREPARE OPEN-ENDED QUESTIONS TO ASK YOUR MENTOR.

"What skills are most important in your field?"
"What is a challenge you've faced and how did you overcome it?"



Actively Take Part in Career Conversations

- Use your communication skills. Listen carefully during your session. Ask follow-up questions and take notes.
- Practice self-advocacy for yourself. Tell your mentor if you have any learning or communication needs. Let your mentor know if you need any accommodations.
- Remember to follow up. Show your appreciation for your mentor's time and effort. Send a simple thank you after your conversation. This will help to keep your connection strong.

Facilitated Conversations

Some mentoring programs include a facilitator or coordinator. These roles are meant to support the mentoring experience. Facilitators can help remove barriers. They can help make mentoring more accessible and enjoyable for everyone.

A facilitator can provide support for accessibility or accommodation needs. They can make sure both the mentor and mentee are safe. Facilitators can also help with planning and preparing so everyone feels confident and supported.



PART 4: HOW TO END THE MENTORING RELATIONSHIP

Mentoring relationships change over time. This happens when goals are met or life changes happen. Planning these changes helps everyone involved. It supports growth and inclusion for mentees, mentors and employers.

Knowing When to Move On

Mentoring can be short or long-term. It is important to know when and how to move on or transition from the relationship.

- In models like MentorAbility, the transitions are planned from the start. The sessions are 1 hour to 1 day long with a built in ending.
- In longer mentoring, the relationship ends when goals are met like the mentee feeling confident to move on. It could end due to shifts in either the mentee or mentors lives. Employers see this as a success. Mentoring is about learning, not staying forever.

How to End the Mentoring Relationship in a Positive Way

Ending mentoring well is important. You should start the final conversation to say thank you and share what you learned. You should let your mentor know how much you valued and appreciated their time, effort and guidance. This helps to bring a formal end to the relationship. It helps everyone feel good about the time spent together.

For some people, mentoring is exactly what they expected. For others, it may not have turned out the way they thought it would. Either way, you still need to thank your mentor for their contributions.

Here is an example you can use for a positive mentoring experience:

Thank you so much for your guidance. I am grateful for the new connections you have made for me. I feel like I have increased both my skills and knowledge through our session. Your advice has helped me make some decisions about my career, and I feel ready to take the next steps. I'm so grateful for your support.

Here is an example you can use if the mentoring experience did not go as planned:

Thank you for taking the time to meet with me. Even though things didn't unfold the way I expected, I still appreciate your effort and the chance to try this experience. I've learned more about what I need moving forward. This helped me understand the kind of support I'll look for next. Thank you again for your time.

If the final conversation is difficult for you, you can get help from a facilitator. They can also help with the next steps in your mentoring journey.



Using What You Learned

Think about what you learned from mentoring. Ask yourself the following questions.

- What did I learn about myself?
- What skills did I develop?
- What new perspectives do I have?

Answering these questions can help you feel more confident about what you learned. This will help you with your future goals. It will also help you with future conversations. You should update your network of support and add your mentor as a new contact. You can also add the facilitator or program coordinator as contacts. A facilitator can help you identify a new mentor if you want.

Finding Your Next Mentor

You may need more than one mentor. As you grow your interests and needs change. Look for new mentors to help with new goals. This could be learning a skill or exploring a new career.

Your first mentoring experience has given you a lot of information. You are now better equipped to approach new mentors and expand your network of support.

What You Can Do Next

Here are some actions you can do to help you move forward in your mentoring journey.

- **Think about what you want to learn next.**

Do you want help with job skills, confidence, school decisions or workplace advice? The answers to these questions will help you choose the right mentor.

- **Make a short list of people who could guide you.**

This could be a teacher, coach or supervisor. It could be a community leader, family friend or someone you admire in your field.

- **Reach out with a simple message.**

You can say something like the following.

"I'm exploring careers and would love to learn from you. Are you open to a short chat?"

- **Ask your program staff or support worker for help.**

If you don't know who to contact, ask someone you trust. This could be a youth worker, employment coach or program coordinator. They can help you identify and connect with potential mentors.

- **Keep building your support network.**

Every new mentor you have is another person who can cheer you on, answer questions and open doors to opportunities.

For more details and tips on finding your next mentor, please go to Mentor Canada's resource: [Finding Your Next Mentor.pdf](#)



CONCLUSION

Your Voice Matters

This guide is for you and about you. It is about your ideas, goals, and questions. There is no right or wrong way to explore your career path. You don't have to have all the answers, and you don't need to perform or impress anyone.

This means you can share your thoughts openly, even if you're unsure. You can ask questions that matter to you. You can take time to reflect without pressure.

When you reflect, think about the following questions.

- What excites you about the future?
- What feels uncertain right now?
- What do you want to learn more about?

When you are ready to move forward, MentorAbility is here to support you. Facilitators and mentors are ready to listen and help, not to judge. Your voice is important, and your journey is unique!



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QUESTIONS?

CONTACT INFO@MENTORCANADA.CA

LOOKING FOR ADDITIONAL RESOURCES?

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