

RF for SUNY Mentoring Program - Protégé Roles and Responsibilities

A Protégé is a partner in the learning process with the Mentor. Protégés are expected to play an active role in their own development by identifying their own needs, making those needs specific, soliciting Mentor assistance, and making effective use of that help to increase their own personal effectiveness and productivity.

Protégés should:

- Be willing and able to attend the class series and meet with their Mentor outside of class as needed, at least once per month
- Exhibit a commitment to self-development
- Be able to work independently
- Be able to develop and maintain rapport with persons in various levels of responsibility

Protégé roles and behaviors include:

- Identifying and sharing needs
- Being receptive to information and feedback
- Setting realistic expectations with their Mentor
- Asking questions
- Communicating problems clearly
- Challenging assumptions in self and others
- Listening actively
- Searching for ways to achieve their objectives, contributing ideas about options for solving particular problems
- Providing feedback to their Mentor, including a willingness to discuss failures as well as successes and leveling about feelings that are important and/or strong
- Following through on commitments and seeking help when necessary
- Helping to manage the Mentor/Protégé relationship

