

GFOA Mentorship **Program FAQs**

1. What is the goal of the GFOA mentorship program?

To strengthen and build our network of finance professionals in addition to gaining skills and confidence needed to excel in our work environment. Mentors are encouraged to work with mentees to determine what kind of support will be most helpful–specific feedback about career advice, finding jobs, technical advice, personal development, and work/life balance.

1. What should the mentee’s expectation be of the mentorship program?

The mentorship program is intended to provide the mentee encouragement, support,
and inspirations to assist individuals who may need guidance in one’s professional and

personal development. Success requires an equal commitment from both participants.

1. What does it mean to be a mentor?

Mentors are professionals who guide and advise mentees in their career paths, helping

them achieve their professional goals by encouraging, inspiring, and supporting mentees.

There is no minimum level of experience required to become a mentor, and the program is suitable for professionals with just a few years of experience to those who have been in the field for several decades.

1. How do the mentorship partners get matched?

Each spring, following the close of each application period, the Mentorship

subcommittee will review applications for both mentors and mentees and select pairs

based on mutual areas of interest, experience, and expertise. When possible, proximity and geographic location will be considered in order to maximize the relationship. Participants will be notified of their match in advance of the GFOA Annual Conference.

1. How long does the mentorship program last?

The mentor/mentee relationship is established for a one-year period, beginning
in advance of the GFOA Annual Conference and running through the following conference. Participants are encouraged to work with their matched partner during the course of this period, so long as the relationship is positive and relevant.

1. How often should we connect, and what is the time commitment?

While there is no restriction or requirement on the number of times you should meet,
a regular schedule (preferably at least once a month) that works with both the mentor/mentee should be established. This time commitment should help keep
the relationship relevant and helpful as intended.

1. What opportunities are available for mentorship pairs to connect?

We encourage the mentor to initiate the interactions and use phone, email, or other

communication modes that is most beneficial to the mentorship pairing. There are no

requirements for attendance at networking events to participate in the program, but participation is always encouraged.

1. Are there any topics that should not be discussed?

We encourage a healthy dialogue and communication and consider these to
be indicators of program success. Care should be taken when discussing potentially

confidential information and recommend both partners have an agreement on what are acceptable discussion topics.

1. Can I have more than one mentor?

Each mentee is matched with one mentor. However, depending on the number of applicants, mentors may be paired with more than one mentee if needed.

1. If the pairing is not going as planned, what should I do?

If you are no longer able to participate in the program or if the pairing is not going
as planned, please reach out to the Mentorship Committee to determine options
for switching.

1. Where can I obtain additional information about the program?

A useful resource is the “Questions to Facilitate Mentor-Mentee Meetings” that can be found on the webpage with the Mentorship application.

1. How do I get started?

Simply complete the online application when the applications open (generally annually in the spring) and your information will be forwarded for review by the Mentorship Committee.