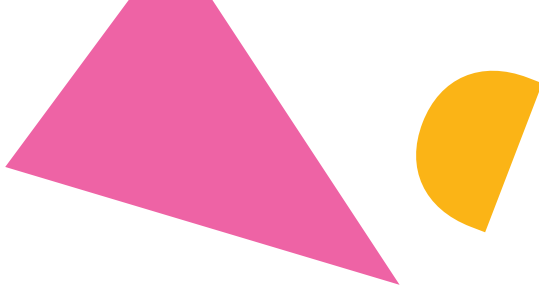


The background features a light pink color with several large, overlapping geometric shapes in a vibrant red. These shapes include a large triangle at the top, a large circle in the middle, and a large trapezoid at the bottom, all arranged in a dynamic, abstract composition.

# FESTIVAL CITY ADL INDUSTRY MENTORING GUIDE

FOR THE MENTEE

FESTIVAL  
CITY **ADL**



# About

In 2023, Flinders University and Festival City ADL partnered to deliver a suite of programs and benefits to its students studying festivals and events.

The collaboration includes the delivery of an Industry Mentoring Program, designed to lower barriers to advice and development for young professionals entering the industry.

Mentoring is the partnership between a more experienced person (the mentor) and someone less experienced (the mentee). Mentoring is a structured relationship where a student receives professional guidance and support from an experienced professional.

Successful mentoring partnerships are built on mutual respect, professionalism, openness and an equal commitment to the relationship.

It is important to note that mentoring is not similar to a teacher-student dynamic; it is centered around conversation rather than formal teaching.

A mentor is not a service provider and mentoring does not guarantee practical experience.

A mentor is also not expected to possess omniscient knowledge or have all the answers; the nature of mentoring lies in collaborative exploration.

Mentoring is not provided with a personal agenda; it is not about advancing the mentor's interests.

Mentoring focuses on quality and impactful interactions. It is based on generosity, expertise, and connection.

This guide is for the MENTEE.

# Benefits of Mentoring

## FOR THE MENTOR

### Personal Satisfaction

A sense of fulfillment from the mentoring relationship.

### Giving Back

The opportunity to contribute and give back to the community.

### Boost in Self-Esteem

An increase in self-esteem through the act of mentoring.

### Idea Exchange

The chance to share and exchange ideas with mentees.

### Widening Networks

Expansion of professional networks by connecting with emerging practitioners.

### Enhancement of Personal Practice

Improvement in their own professional practice as a result of mentoring others.

## FOR THE MENTEE

### Guidance from Experienced Individuals

Access to seasoned professionals who have navigated similar paths.

### Building Confidence

Opportunities to enhance self-confidence and belief in one's abilities.

### Increased Visibility

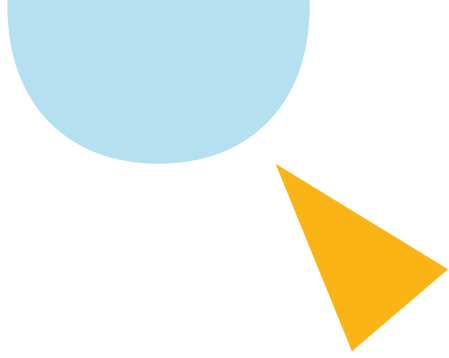
Potential for more connection to the festivals and events community.

### Networking Prospects

Opportunities to expand professional connections through networking.

### Insight into the Festivals and Events Sector

Improved knowledge about the intricacies of the festivals and events sector.



## WHY DO YOU WANT A MENTOR?

Before approaching someone, reflect on why you want a mentor and what practical assistance they can realistically provide.

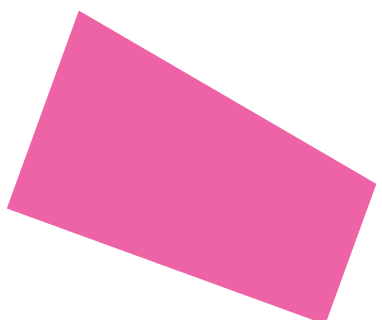
Remember that mentors have their own professional commitments, and they are not there to provide constant guidance or solve all your problems.

While they may assist in building connections, formal networking events are more suitable for networking goals.

If you seek advice from someone who has successfully navigated the festival and events industry, a mentor can offer valuable insights.

Keep in mind that mentorship involves a collaborative exchange of knowledge, and the most successful relationships are built on mutual learning and understanding.

Be confident that your perspective, even if new to the industry, is useful to offer back.



**QUESTIONS TO ASK YOURSELF:**

Am I ready for a mentorship at this point in my career?

Am I open to being challenged?

Am I ready to think about new ways I could approach things?

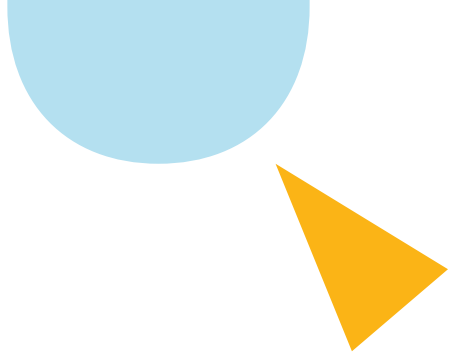
Am I looking for a mentor or teacher?

What do I want from a mentorship?

What are my goals for a mentorship?

What do I want from this mentorship journey?





## ROLE OF MENTORS

The mentor assists the mentee in understanding the big picture. In doing so, the mentor helps the mentee recognize patterns in their past actions and possibly unhelpful beliefs.

As a mentee, be ready and respectful. The mentor will share their own experiences, ask challenging questions, and support you to be clear and confident.

The mentor will:

Guide you to discover your own solutions to challenges.

Challenge your preconceptions and assumptions about yourself, the industry and career paths available.

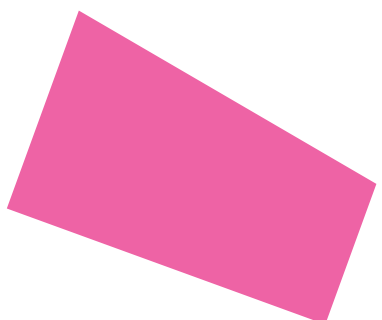
Foster your confidence in your decisions and abilities.

Share personal experiences and stories openly.

Provide a patient and non-judgmental environment for you to test ideas.

Demonstrate cultural sensitivity.

Listen attentively and provide structure, feedback and direction, including holding you accountable.



## HOW TO MAKE THE MOST OF A MENTORSHIP?

A mentee needs to be ready for the mentorship to make the most of it. Being 'ready' for a mentorship means being at a point in your career where you are in transition or change; knowing what you want to get out of a mentorship, and what knowledge you want to acquire.

### Prepare Yourself

Ensure you're ready for mentorship by identifying the specific aspects of your leadership style you aim to develop.

### Stay Organised

Plan ahead and complete any agreed-upon tasks between meetings to make the most of your mentorship.

### Lead the Process

Take charge of scheduling meetings and address any issues that may arise during the mentorship.

### Document Insights

Keep a journal to record discussion topics and action items from each meeting, using them for periodic self-reflection.

### Ask Thoughtful Questions

Pose considerate and insightful questions to enhance the depth of your mentorship.

### Show Respect

Stay focused and honour your appointments to demonstrate your commitment. Be punctual.

### Embrace Feedback

Be open to receiving critical feedback as a valuable tool for growth.

### Express Gratitude

Simply say thank you to show appreciation for your mentor's time and guidance.

# CHECKLIST

## BEFORE FIRST MEETING

Research your mentor's digital presence, such as LinkedIn, to understand their professional interactions. Make sure to set up your own digital presence.

Reflect on your goals for the mentoring relationship, jotting down three potential topics for discussion.

Draft a few questions about their professional experience to dig into.

## AT FIRST MEETING

Introduce yourselves, sharing personal and professional experiences, career paths, and ambitions.

Agree on the number of meetings.

Discuss expectations and set goals for the mentoring relationship.

Address communication etiquette between meetings.

Schedule the next meeting, specifying the date, time, and any action items.

Complete and sign a mentoring agreement.

## AFTER FIRST MEETING

Follow up on action items from the previous meeting.

Allow mentees to share professional and personal experiences.

Discuss specific career goals and goal setting (use SMART goal setting tool).

Set the date and time for the subsequent meeting.



## SAMPLE QUESTIONS TO ASK YOUR MENTOR

### TO BREAK THE ICE

What are you passionate about?

What was your best and worst networking experience?

What would you look for in a graduate in your field?

What are some common mistakes made by graduates, in your view?

What would you have done differently in your career?

Common misconceptions about your work in the festival and events industry?

### ABOUT THE INDUSTRY

What is one thing you wish you had known about the industry before you started?

How has the industry changed over time? And where do you see it going?

What are the key challenges that the industry is facing now, and where are the opportunities?

### ABOUT WORK IN THE INDUSTRY

What tips do you recommend for success in the industry?

Are there any organisational or work-related tricks that you picked up in your experience?

What is one challenge that you wish you had taken on, but didn't?

What skillset do you think I should cultivate the most?

## **DON'T FORGET...**

### **ACTIVITY IDEAS DURING SESSIONS**

CV check

Job shadow

Conduct a mock graduate job interview

Conduct a career research interview

### **BEFORE WRAPPING UP THE MENTORSHIP**

Mentees should reflect on lessons learned and share success stories.

Discuss ongoing contact and potential future interactions.

Consider hand writing your mentor a thank you card to provide a personal touch.

## Get In Touch

[hello@festivalcityadl.com.au](mailto:hello@festivalcityadl.com.au)

## Visit Our Website

[www.industry.festivalcityadl.com.au](http://www.industry.festivalcityadl.com.au)

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