



ELEVATE &
ENGAGE 

MENTORING PROGRAM

Supporting One Another Through Mentorship
to Help Elevate Others in the Organization

FAQs

- **Do I get to pick my own mentor?**
To ensure the relationship is mutually beneficial, mentees will be paired with mentors based on the skills and leadership competencies they would like to develop. If there is someone you would like to request to be your mentor, you will have the opportunity to do so in the application form.
- **What if my mentor and I are not connecting or getting along?**
We encourage contacting the program administrator as soon as possible. We will provide our full support to resolve the situation in a positive and satisfactory manner.
- **How long is the mentor relationship intended to last?**
Six months.
- **What if I am not selected because there are not enough mentors?**
We will continue to pursue Ardent team members to join as a mentor to meet demand.
- **Can I be both a mentor and mentee?**
Yes.
- **How do I know what to talk about?**
Personalized milestones, goal setting and tasks will be provided to participants throughout the program. We will also provide mentor and mentee tip sheets to assist you.
- **Can I join again after six months?**
Yes.
- **Who can qualify to be a mentor, or mentee?**
Ardent exempt team members with at least one year of service and in good standing are eligible.
- **Is my mentor a job level above me?**
Yes, during the matching process, we will ensure the mentor is at least one job level above the mentee.
- **What is the time commitment?**
We ask our mentors to make commitments of at least six months in order to ensure that the mentee can fully benefit from the relationship. If a mentor must leave the relationship early, we request at least one month's notice in order to search for a replacement mentor with similar background. Mentors are expected to provide their mentee with about one hour of support and interaction per month.