



# MENTORSHIP GLOSSARY

<b>Conversation starters</b>	A list of questions provided to participants to help guide the conversation during the speed-rotations.
<b>Engagement activity</b>	A group exercise intended to “break the ice” and allow participants to get to know one another at the start of the program launch.
<b>Launch event program document</b>	The booklet emailed to participants that contains details about the mentors and protégés. Basic biographic information for each participant is in the document. Information for each participant also includes what they want to get out of the program and what their ideal match looks like. The document is sent to participants a few days before the program launch for their review.
<b>Mentor</b>	<p>An established leader volunteering their time to inspire and guide an interVivos protégé. They are seeking a reciprocal relationship with a protégé.</p> <p>Mentors listen, guide, and provide constructive feedback to help protégés achieve actionable outcomes during the mentorship program. Mentors are diverse in terms of their ages, genders, backgrounds, and professions. They’re open-minded and accepting of protégés from all backgrounds.</p> <p>Mentors come from the professional networks of board members, self-select, or are recommended by former mentors. Some are repeat participants who had a valuable experience and want to continue to help Edmonton’s professionals.</p>
<b>Peg</b>	The interVivos mascot. Peg is gender-neutral, and their pronouns are “they/them.”
<b>Prep booklet</b>	The document provided to participants that contains tools and tips to help participants prepare for the program launch (i.e., some conversation starters to help with speed-rotations). This is sent to participants a week before the program launch.
<b>Program</b>	The interVivos mentorship program, where mentors and protégés are matched to work together over six months to realize and action the protégé’s goals. interVivos typically runs two programs per year.
<b>Program contract</b>	interVivos requires all mentors and protégés to sign a mentorship program agreement. This contract outlines what is expected from mentors and protégés during the mentorship program.

<p><b>Program duration</b></p>	<p>The length of the mentorship program (typically six months). Mentors and protégés are required to meet at least three times in-person or virtually during the program.</p> <p>interVivos provides orientation, check-ins, and resources to participants to assist them throughout the program.</p>
<p><b>Program launch</b></p>	<p>A mentorship program’s kick-off event where mentors and protégés have the opportunity to network and meet with each other one-on-one during speed-rotations. It takes place on a weeknight at a central location in Edmonton or over Zoom. At the end of the launch, mentors and protégés rank their choices, and interVivos makes the final matches in the weeks following.</p>
<p><b>Protégé</b></p>	<p>An aspiring Edmontonian leader who has identified a specific and realistic goal and believes that the guidance and help of an interVivos mentor – and being held accountable to the mentor – can help them achieve their goal. They self-select to participate and pay a small fee to interVivos.</p> <p>Protégés are willing to put in the work to achieve their goal, including preparing for meetings with their mentor ahead of time and doing “homework” in-between meetings.</p> <p>Protégés are diverse in terms of their ages, genders, backgrounds, and professions. They are open-minded and accepting of mentors from all backgrounds. Along with achieving their goal, protégés leave our mentorship program with enhanced confidence and leadership skills.</p> <p>Some are repeat participants who had a valuable experience and want to work with a different mentor on another goal.</p>
<p><b>Secure site for mentors and protégés</b></p>	<p>An online hub with resources for program participants to guide them through the program and ensure they get the most out of their match.</p>
<p><b>Sliding scale for protégés</b></p>	<p>Protégés pay as they are able. Those with access to more resources pay more and thus provide the cushion for those with less access to pay less, creating a sustainable economic underpinning for interVivos programs and events.</p>
<p><b>Speed-rotations</b></p>	<p>During the program launch, mentors and protégés meet one-on-one for 5-7 minutes to discuss their goals and what they want to get out of the mentorship program. These speed-rotations help participants make their selections for the program.</p>