

DoD Mentoring Framework

DEPARTMENT OF DEFENSE



Defense Civilian Personnel Advisory Service




- Continually evaluate the program for effectiveness and make modifications as needed

Mentoring Program Evaluation



- Assist participants through the application and screening process.
- Identify a monitoring process
- Recognize and support mentors and mentees

Mentoring Program Sustainability



- Develop a mentoring agreement
- Determine the mentoring program length
- Clarify roles: mentor, mentee, and supervisor
- Provide training on how to achieve a successful mentoring relationship
- Evaluate the mentoring process

Mentor/Mentee Training



- Identify a strategy to match mentors and mentees
- Facilitate the application process
- Organize the screening and selection process

Mentor/Mentee Matching



- Identify the mentoring program participant selection criteria
- Communicate the program throughout your Component/Agency

Outreach



- Mentoring program manager selection
- Develop a mentoring statement of purpose
- Define objectives and measures of success
- Identify clear goals for the mentoring program
- Complete mentoring needs assessment
- Define mentoring program parameters and secure buy-in from leadership

Mentoring Program Planning