DRAGONFORM
Learn. Earn. Return.

Mentorship : A Roadmap for Guiding Others

1. 🤝 Build a Human Connection

- **Share** your **story**. **Relate** to their **struggles** with personal **anecdotes**.
- **Listen** first. **Some** mentees have a **specific** ask; **others** just need to **talk** or listen.

2. 🧠 Encourage a Growth Mindset

- **Help** them **embrace challenges** and **learn** from **failures**.
- **Explain** the **difference**: **Growth mindset** = "I can improve." **Fixed mindset** = "I am either good or bad at this."

3. 💡 Help Them Find Their True Passion

- **Everyone knows** what they **want** but may **struggle** to **admit** it.
- Try this **exercise**: **Ask** them **what makes** them **smile**. **Count** to **3** and **snap** your **fingers**—that's their **passion**.
- **Identify** what **they love** doing **vs**. what they're **good at**.
  - **Example**: "I **loved building** Legos, writing **poetry**, and **singing**. I also **enjoyed problem-solving**—so I **became** a **Product Manager**."

4. 🎯 Guide Them to Discover Their Career Path

- **Recommend** the **16Personalities.com** test to understand **strengths** and **behaviors**.
- **Suggest** reading book **Surrounded by Idiots** to **improve interpersonal** skills.
- **Help** them **define** '**ENOUGH**' (money, lifestyle, location).
- **Guide** them in **researching professions** at the **intersection** of **love**, **skill**, and **enough**.

5. 🏢 Finding the Right Companies

- **Encourage** them to **pick 5 careers** of interest.
- **Help** them **identify 10 dream companies** they'd be **proud** to **work** for.
- **Discuss company** sizes:
  - **Startup** (1-50): Fast learning, low pay, high career growth, no work-life balance.
  - **SME** (50-250): Market pay, career growth, structured work, balanced lifestyle.
  - **Corporation** (500+): Stable pay, slow growth, defined roles, less flexibility.
- **Remind** them: "Your **Plan B** is **someone** else's **Plan A**—**prepare**, be **honest**, aim **true**."

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6. 🛠️ Closing the Skill Gap
- **Ask** them to **find someone** on **LinkedIn doing** their **dream job at** a target **company**.
- **Ask** them **to analyze** their **skills**, find **gaps**, and **help** them **improve**.
- **Recommend** essential **resources**:
  - The **Product Book** (Product Management Fundamentals)
  - **Nudge** (Behavioral Economics & Decision-Making)
  - Google's **UX/UI Career Certificate** (User-Centric Thinking)

7. 📢 Building Their Professional Presence
- **Resume**: Max **one page**, **tailored** to the **job** and **company**.
- **Portfolio**: Use **Wix** to **showcase projects** and skills.
- **Networking**: Engage with **industry professionals** in **person** and **online**.

8. 📈 Setting Goals & Measuring Success
- **Use** a **3-6-9** framework:
  - 3 months: What **must happen** to **call** it a **success**?
  - 6 months: Progress **checkpoints**.
  - 9 months: Long-term **alignment** with **career vision**.
- Set **SMART Goals (**Specific, Measurable, Achievable, Relevant, Time-bound).

9. 🔄 The Life Philosophy: Learn, Earn, Return
- **Learn**: **Acquire** knowledge and skills.
- **Earn**: **Build** experience and financial stability.
- **Return**: **Share** your knowledge—because true power lies in passing it on.

10. 💪 Resilience: The Key to Long-Term Success
- **Life** has **ups** and **downs**—**build** walls, **fortify** yourself, and **enjoy** the good times.
- When **times** are **tough**, **defend** your **walls** and **remember**: **this** too **shall pass**.

11. 🍀 Luck & Opportunity
- "**Luck** is being at the **right place**, at the **right time**."
- **Encourage** them **to be** at as **many places** as possible, as **many times** as possible.
- **NETWORK!** In-person & online. **Build** a **personal brand**.
- **Work hard** so that **when** the **opportunity comes**, they are **ready**.

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12. ✅ Your Mentorship Checklist:

☐ Build a connection & listen first
- Ask about their background, interests, and goals.
- Share your story to build trust.
- Provide a safe space for open conversations.

☐ Guide them to uncover their passion & career path
- Conduct the "count to 3" passion-finding exercise.
- Help them reflect on past hobbies and skills.
- Use personality tests and books for deeper understanding.

☐ Help them research companies & close skill gaps
- Find real-world professionals and analyze their skills.
- Suggest learning resources and courses to bridge gaps.
- Encourage hands-on projects and certifications.

☐ Encourage professional branding & networking
- Guide them in crafting a standout one-page CV.
- Advise on creating a professional online portfolio.
- Teach them how to network effectively in-person and online.

☐ Ensure they set SMART goals & track progress
- Set 3, 6, and 9-month goals.
- Break down milestones into actionable steps.
- Regularly review progress and adjust as needed.

☐ Reinforce resilience, lifelong learning, and giving back
- Teach them how to handle setbacks positively.
- Encourage continuous self-improvement and curiosity.
- Instill the mindset of paying knowledge forward.