



DAF MENTORING



MENTORING ENHANCES MISSION READINESS!

Mentoring facilitates professional and personal growth through deliberate development of our Airmen and Guardians. In addition, it increases mastery of Airmen Leadership Qualities. Mentors have the opportunity to educate Department of the Air Force members on career development opportunities, share knowledge and experiences, and encourage our Airmen and Guardians to develop as competent future leaders. Last, but certainly not least, mentoring improves engagement and retention of Airmen and Guardians which leads to overall mission readiness.

THINGS TO KNOW

Why Be a Mentor?

- ◆ There is enormous historical knowledge and talent within the Department of the Air Force. Leaders should share their knowledge.
- ◆ Sharing knowledge with our Airmen and Guardians will ensure continuity and encourage ingenuity.
- ◆ Mentorship helps develop Airmen and Guardians into more diverse, agile, and inclusive leaders.

Why Be Mentored?

- ◆ Navigating the ins and outs of DAF culture is not always that evident.
- ◆ Deliberate and quality mentoring equips our Airmen and Guardians with a forward path to career success.
- ◆ **ALL** Airmen and Guardians at every level are eligible to receive mentoring. This includes Officers, Enlisted, Civilians, Wage-grade, and NAF employees.

How to Find a Mentor

- ◆ **Mentors:** Register as a mentor in [MyVECTOR](#).
 - ◇ **If you already have a profile, you MUST update it in order to be visible in mentee searches.**
- ◆ **Mentees:** Register in MyVECTOR Mentoring platform and seek mentors with desired attributes.
- ◆ **Engage:** Engage in your mentoring relationship by taking advantage of the various tools within MyVECTOR Mentoring.

Mentoring is a relationship in which knowledge and skills are shared between members in a way in which everyone benefits. Often a more senior person mentors a junior person, but mentorship can happen between any two individuals. Mentoring helps Airmen and Guardians discover their strengths by achieving their full potential through a structured, trusting mentoring relationship.

Updated MyVECTOR Capabilities

- Ability to self-identify as a mentor or mentee
- Additional search filters for race, ethnicity, EFMP, and more!
- Track status of mentor requests
- Share and send documents and messages to your mentor
- Updated resources
- Available to all CAC holders—to include sister-services
- Career field mentor matching (projected for Spring 2022)

Mentoring Resources

- [How to Navigate MyVECTOR](#)
- [AFH 36-2643 AF Mentoring Handbook](#)
- [PACE Mentoring Relationships](#)
- [PACE Mentoring Checklist](#)
- [PACE Speed Mentoring](#)
- [AFMC Mentoring Website](#)
- [AFMC Mentoring: Gen Arnold Bunch](#)

Everyone Wins With Mentoring!

Observance months offer ongoing opportunities to emphasize the importance of mentoring and inclusive leadership

- **January:** National Mentoring Month/MLK Day
- **February:** Black/African American History Month
- **March:** Women's History Month/Int'l Women's Day
- **April:** Days of Remembrance and Holocaust Remembrance Day
- **May:** Asian/Pacific American Heritage Month
- **June:** LGBTQ+ Pride Month
- **15 Sep –15 Oct:** Hispanic Heritage Month
- **October:** Disability Employment Awareness Month
- **November:** American Indian/Alaska Native Heritage Month

FREQUENTLY ASKED QUESTIONS

DAF MENTORING

Q1: Why is mentoring important to Airmen and Guardians?

A1: Mentoring is essential in developing well-rounded, professional, and competent future leaders and helps Total Force Airmen and Guardians maximize their full potential.

Q2: What is the purpose of mentoring?

A2: Mentoring is designed to help Airmen and Guardians discover their strengths while achieving their full potential through a structured, trusted mentoring relationship. Effective mentorship is a stewardship responsibility that provides:

- A climate of inclusion for fostering the diverse strengths and perspectives of all Airmen and Guardians
- Opportunity to unlock the innovative potential for personal and professional development
- Combination of formal and informal strategies for building strong mentoring relationships.

Q3: Is mentoring for military members only?

A3: No, all Total Force Airmen and Guardians (civilian, enlisted and officer) should be a mentor or mentee.

MENTORING RELATIONSHIPS

Q4: What is the difference between mentoring and coaching?

A4: Mentoring and coaching complement each other. A coach empowers their client to develop their own courses of action and solutions to problems. In contrast, a mentor is a subject matter expert who provides the mentee with guidance, advice, and past experience.

Q5: What are some of the guidelines mentees should follow in establishing a mentoring relationship?

A5: Mentees should be proactive about their development by working with their mentors in constructing personal developmental plans

Q6: What are some of the guidelines mentors should followed in establishing a mentoring relationship?

A6: Mentors should be diligent in their role and share knowledge, experiences and advice in helping mentees achieve their career and personal goals. Mentors help mentees construct goals that become part of the roadmap for career development. Mentors ask many questions and spend time hearing the response of mentees to use in future career vectors. Mentors serve as advisors, advocates and facilitators.

MYVECTOR MENTORING PLATFORM

Q7: How does MyVECTOR support the mentoring process?

A7: MyVECTOR is an enterprise solution supporting career development and management across the DAF. It supports individual Airmen and Guardians, career field managers and development teams. The MyVECTOR Mentoring platform allows Airmen and Guardians to request a mentor or to be matched with a mentor and track developmental progress.

Q8: Is it mandatory to use MyVECTOR for mentoring?

A8: No, many mentoring pairs happen without using MyVECTOR. However, all Airmen and Guardians can benefit from MyVECTOR's mentoring module capabilities.

Q9: What are the benefits to using MyVECTOR mentoring?

A9: MyVector Mentoring is a one-stop-shop for pairing mentors with mentees. With the newest updates, mentors and mentees can chat and mentees can share documents with their mentors. Also, mentees have the ability to reach beyond their organization, base, or even MAJCOM to seek out a mentor. The diverse pool of mentors ensures that every mentee has the ability to find the right mentor for them.

Q10: How can mentors/mentees leverage the MyVector Mentoring module to prepare for mentoring sessions?

A10: MyVECTOR Mentoring has a tab where the mentee can fill out focus areas, a bullet tracker, and experience. Additionally, mentees can add their long-term career goals and short-term objectives. There is even a section for the mentee's career brief. The mentor and mentee can work together to fill out the mentoring expectations tab and both the mentor and mentee can review, revisit, and do a deep dive before and during each mentoring session.

Q11: Why do I have to update my race and ethnicity data in MyVECTOR? Why can't the Air Force pull MilPDS data to do that?

A11: It is up to each individual member to determine if they would like that information shared. MyVECTOR will not share that information without your permission.

Q12: Are mentor/mentee relationships in MyVECTOR confidential?

A12: Yes, mentor/mentee relationships and their communications are confidential in MyVECTOR.