

WAFA MENTORING PROGRAM FAQ



Frequently asked questions for the WAFA mentoring program:

Knowing the difference:

| | Mentoring | Sponsoring | Training |
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| Core focus | Relationship & Personal development based | Career progression | Skills & Competency based |
| Core activities | Listening, asking questions and supporting personal growth & development | Advocating and influencing | Instructing, and facilitating assessing skill competencies |
| Skills or talent, Requirements to be effective | Life experience, career knowledge, role model, patient generous with wisdom & empathy | Must be a senior manager | Qualified Trainer Practical knowhow, facilitator, confident and decisive |
| Prime purpose | To give personal support and guidance for achieving pre-set career/life goals. | To advocate and promote the individual with the aim for gaining career promotion and opportunities | To enable trainees to develop required competencies for certain job skills. |
| Benefits for undertaking program | Personal and professional support & growth opportunities | Career Advancement | Improved or meeting required Job skills |

Program duration? 12 months is the initial program duration, by agreement between all parties this can be changed.

Aim of the program? To provide mentoring to members of WAFA.

Do I have to be a financial member of WAFA? Yes, all mentees are to be financial members for the full term of the mentoring agreement. At the discretion of the board selected Mentors who are not financial members may be accepted.

Can I terminate my position in the program? Yes, you may but you must provide 2 weeks' notice to do so.

I feel my mentor/mentee is not participating in the program as per the agreement can I be assigned a new mentor/mentee? Our first preference as a board would be to talk to both parties to see if there is anything that the board can do to make the agreement workable again. If the issue can't be resolved the agreement may be terminated and a new mentor/mentee assigned if available.

Can I be withdrawn from the program? Yes, if you fail to keep the agreement as signed or breach confidentiality the board reserves the right to terminate your participation and future participation in the program.

How will the matching process take place? Every effort will be made to match mentees with their mentor preference. However, this may not always be possible due to prior commitments of the mentors. In the case of a first preference mentor not being available the board will endeavour to match the mentee with a mentor who has the skills and attributes listed on the mentees application form. During the initial role out of the program mentor selection by the mentee will not be available.

Am I guaranteed a place in the program? No filling out an application does not guarantee a place in the program. During the initial phase of the program there will be a limited number spots available depending on the number of interested mentors. The board will endeavour to place mentees with mentors as vacancies arise. Those not allocated a mentor for the first round of mentoring will be given priority for the next round.

Am I required to give feedback? Yes, to ensure the future success of the program the board will be seeking regular feedback. The feedback will be generic and will be asked in a way so as not to breach the confidentiality agreement between the mentor and mentee.

Do I have to be a firefighter to participate? No, we encourage anyone to be involved from communications staff to administration staff. Having a diverse range of people involved will broaden the knowledge and skill that can be shared.

Are male members allowed to participate? Absolutely! Although one of the aims associated with this program is to have female mentors available to members who may not ordinarily have access to one. We actively encourage our Male Champions to participate and break down some of the stigma and perceptions that often abound when males mentor females. We also encourage our male champions to mentor other men to be champions.

Disclaimer

The information which is summarised herein is general in nature. It does not take into account your specific circumstances and should not be acted on without full understanding of your current situation and future goals.

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