

DIYP Mentee Expectations & Guidelines

Your Growth Is In Your Hands

Being selected as a DIYP Mentee is an opportunity - but what you get out of the experience depends largely on what you put into it.

Your mentor can provide experience, perspective, encouragement, questions, and guidance. They cannot build your career for you.

Come prepared to learn, ask questions, accept feedback, and take action.

The Role Of A DIYP Mentee

A strong mentee is:

Curious

Willing to ask questions and learn about the industry.

Proactive

Takes initiative rather than waiting for the mentor to do all the work.

Coach-able

Open to hearing perspectives that may challenge existing assumptions.

Accountable

Follows through on commitments and takes ownership of goals.

Professional

Treats the mentorship relationship with respect and integrity.

Growth-Minded

Views challenges and mistakes as opportunities to learn.

Mentee Commitments

Take Initiative

Mentees are expected to take an active role in the relationship.

This includes:

- Reaching out to schedule meetings.
- Preparing for check-ins.
- Bringing questions and discussion topics.

- Sharing progress.
- Communicating challenges.
- Following up on agreed-upon action items.

Your mentor has volunteered their time. Respecting that time is one of the most important responsibilities you have.

Establish Goals

Early in the mentorship, work with your mentor to identify professional goals.

Goals may involve:

- Career direction
- Leadership
- Communication
- Marketing
- Sales
- Dive travel
- Retail or dive shop operations
- Instruction
- Conservation
- Content creation
- Entrepreneurship
- Networking
- Industry knowledge
- Professional confidence
- Other career development areas

Your goals do not need to be perfect when you enter the program. Part of mentorship may be discovering what you want your career to look like.

Be Prepared

Before meetings, consider:

- What have I accomplished since we last spoke?
- What am I currently struggling with?
- What questions do I have?
- What decisions am I considering?
- What do I want feedback on?
- What action can I take before our next meeting?

Be Open To Feedback

Your mentor may tell you something you do not want to hear.

That does not mean they are criticizing you.

Listen, ask questions, consider the perspective, and decide what is useful to you.

You are not required to follow every piece of advice - but you should be willing to thoughtfully consider it.

Follow Through

If you and your mentor agree that you will do something before the next meeting, make a genuine effort to do it.

If circumstances prevent you from completing it, communicate that honestly.

Accountability is part of professional growth.

Respect Boundaries

Your mentor is volunteering their time.

Respect:

- Their schedule
- Their communication preferences
- Their personal boundaries
- Their professional responsibilities
- Their confidentiality

Mentorship does not create an obligation for a mentor to provide employment, products, services, money, business referrals, or personal introductions.

Maintain Confidentiality

Information shared within the mentorship relationship should be treated respectfully and kept confidential unless permission has been given to share it.

Do not share private conversations, business information, or personal information publicly or on social media without permission.

Program Integrity

The DIYP Mentorship Program exists to support professional development.

It should not be used primarily to:

- Seek a job from your mentor.
- Obtain free products or services.
- Gain inappropriate access to industry contacts.
- Request financial assistance.
- Pressure your mentor for business opportunities.
- Obtain confidential business information.
- Promote your own business without regard to the mentor relationship.

You are welcome to discuss career opportunities and networking with your mentor. However, opportunities are not guaranteed and should never be demanded.

What Makes A Great Mentee?

Growth Mindset

You are eager to learn and willing to challenge yourself.

Commitment

You show up, communicate, and follow through.

Curiosity

You ask thoughtful questions and want to understand the industry more deeply.

Professionalism

You treat the mentorship as a professional commitment.

Accountability

You take ownership of your actions and development.

Adaptability

You understand that your mentor may have a different communication style, career path, or perspective than you do.

Respect

You value the time, experience, and boundaries of your mentor.

If The Match Isn't Working

Not every mentor/mentee relationship will be a perfect fit.

If you are experiencing concerns, communication difficulties, inappropriate behavior, or a significant mismatch, **please contact DIYP leadership immediately.**

Do not feel that you have to remain in an uncomfortable or unproductive situation.

DIYP may help facilitate a conversation, adjust expectations, or determine whether a new match is appropriate.

Quarterly Check-Ins & Evaluations

Mentees will complete brief quarterly evaluations regarding:

- Communication
- Engagement
- Progress
- Mentor support
- Challenges
- Goals
- Overall experience

These check-ins help DIYP understand what is working and where additional support may be needed.

Honest feedback is encouraged.

At the same time, you and your mentor are encouraged to check-in around the same time that evaluations are due in order to ensure the program is meeting your needs and you are on track with your goals.

The Goal

At the end of the program, we hope you have:

- Greater clarity about your career direction.
- New professional skills.
- Increased confidence.
- A stronger understanding of the dive industry.
- New perspectives and ideas.
- A meaningful professional relationship.
- A clearer vision for your next steps.

Most importantly, we hope you leave the program better prepared to contribute to the future of our industry - and eventually become the mentor someone else needs.

Your mentor can open a door. Your job is to walk through it.