



Design-Build Mentorship Done Right

DBIA Mentor Role & Expectations

1. Purpose of Mentor Program

The purpose of the DBIA Mentoring Program (*Design-Build Mentorship Done Right*) is to cultivate time-honored, meaningful mentorship opportunities for members of DBIA -- both Owners and industry practitioners. Through engagement with experienced DBIA certified professionals, the mentoring relationship will provide valuable support and guidance to mentees as they navigate their careers, explore new career paths, and consider unique design-build opportunities in various career fields, market sectors and/or regions.

2. Mentor Qualifications and Expectations

a. Minimum Qualifications:

- i. Be a DBIA member and DBIA certified professional (DBIA™) in good standing.
- ii. Be a thoughtful leader who is committed to investing one's time to assist in the growth and development of others.
- iii. Be committed to advancing Design-Build Done Right®.
- iv. Be willing to share their knowledge, experience, and wisdom and act as a guide and role model.

b. Expectations:

- i. Complete a short profile document to help match you with the right mentee.
- ii. A minimum investment of one-year with the assigned mentee. Note that mentors can have more than one mentee, but a one-year commitment is required for each mentee.
- iii. Be available as needed, with minimum contact/ engagement of 4 times per year (in person or virtual).
- iv. Provide a brain to pick; an ear to listen; and a push in the right direction.
- v. Support and encourage mentee's personal and professional development.
- vi. Inform mentee of any potential obstacles/roadblocks to achieving goals and provide guidance for overcoming.
- vii. Introduce mentee to appropriate industry tools and resources.
- viii. Participate in mentor activities at the Design-Build Conference & Expo.
- ix. Maintain confidentiality of information shared by mentees.
- x. Participate in year-end survey/evaluation of Mentor Program.

Mentors must refrain from providing legal advice.

3. Who are the Mentees?

- a. Students (must have an industry internship or be employed in the industry at least part-time)
- b. Young Professionals

- c. Existing Industry Professionals seeking career guidance or specific project experiences

4. Benefits of Being a Mentor

- a. An opportunity to give back to the design and construction industry.
- b. Personal satisfaction of sharing wisdom to help others.
- c. The opportunity for a reciprocal learning relationship (you may learn as much from the mentee as they learn from you).
- d. Builds and/or refines leadership skills.
- e. Development of lifelong relationships and expanded career networks.
- f. Have Fun!