

Grow with one another

A useful conversation can open a door. Find encouragement, exchange practical knowledge, and explore what you want to do next.

Support that fits you

You might want a single conversation, a peer learning partner, a small circle, or an ongoing mentoring relationship. Different people can help with different questions. Begin with what would be useful to you.

Several ways to connect

- A question conversation: ask someone with relevant experience about one thing you are working through.
- A peer exchange: colleagues share approaches and learn from each other across roles or teams.
- A mentoring circle: a small group explores shared interests with room for different goals.
- A continuing relationship: agree together on the purpose, availability, and how you will revisit what helps.

Make room for different experiences

Useful mentoring starts with curiosity. Talk about the support, communication, and opportunities that matter to the person. A familiar route to success may not fit everyone's experience, responsibilities, or circumstances.

Questions worth asking together

- What would you like to learn or become more confident doing?
- Which expectations are actual requirements, and which are simply familiar habits?
- What opportunities or relationships would you like better access to?
- How would you like feedback, and what would make this conversation useful?
- What might each of us learn from the other's experience?

Advice and opportunity

Mentoring offers perspective and encouragement. Sponsorship adds active support, such as an introduction or putting someone's work forward for consideration. Both can help, while selection and advancement follow the relevant agency processes.

A relationship you can shape

Agree on a manageable starting point. You can change the focus, seek another perspective, or finish when the relationship has served its purpose. No one is expected to teach colleagues about an entire community or disclose personal experiences.

Find a starting point

Think of a willing colleague, ask the co-leads for help finding a connection, or bring a question to the Equity and Inclusion Operations Consultant. The conversation planner below can help you prepare.

Useful companions

- **Open the Amplify space** — <https://teams.live.com/join/community/FAAzQ3B2126KM9zcQ>
- **Facilitation and learning together** — program page [/learn?theme=facilitation](#)
- **Workplace culture and well-being** — program page [/learn?theme=culture](#)
- **Intercultural practice** — program page [/learn?theme=intercultural](#)