

# Mentorship Scenarios

## Consider...

- How would you approach this scenario with your newcomer mentee(s)?
- What is your initial reaction?
- What questions would you ask the mentee(s)?
- What do you need to research together?
- How would you encourage them to work through this situation?
- Are there any follow up actions needed?
- How will you evaluate progress on this matter?
- If applicable, is there anything that could have been done to avoid this situation before it occurred?

## Scenarios:

- You have been meeting with Yousef for 3 months. He is currently working a survival job as a construction labourer to pay for bills while he completes credential recognition to work as a civil engineer. He did not receive a T4 from his employer to file taxes and has just been told that he was hired as an independent contractor (self-employed). He does not have paystubs and taxes have not been deducted from his pay over the past year.
- You have been mentoring Mei for the past 8 months. She was a highly respected architecture professor in China, but has been struggling to find work in her field in Saskatoon and is showing signs of depression. She works full-time as a cashier, is networking and continually applies for entry-level work in her field, but is considering moving back to China.
- Padma was a medical doctor in Sri Lanka. It has taken her longer than she expected to increase her English skills to obtain an acceptable score on the Academic TOEFL to have her credentials assessed and recognized by the College of Physicians and Surgeons of Saskatchewan. She is now feeling anxiety about using up her savings, but doesn't want to get a survival job because she wants to spend her time studying English.
- Majid lived with his brother when he first moved to Regina, but moved to a new rental apartment 6 months ago. He did not tell his cellphone provider about the move and has not been receiving bills, so has forgotten to pay the monthly fee. He applied for a vehicle loan, but was denied because of the unpaid cellphone account on his credit report.
- You have been mentoring Haleema for over a year and have built a trusting relationship. Recently she began to open up about not being allowed to contribute to major financial decisions affecting her and her family. During today's meeting, she asks for advice because her husband is sending \$1000 a month to support his mother in Pakistan. Haleema does not have enough to buy groceries for her family and doesn't know what to do.
- Irina works full time at a care home and her husband is still seeking employment as an industrial engineer. Their 14 year old daughter, Dominik, is getting ready to start school next month. Dominik is asking her mom to buy expensive, brand name clothing and supplies for her so that she can fit in with her friends. Irina does not want to disappoint her daughter, but they have a maximum of \$150 to spend on back-to-school items.