

## ATD Mentoring Group FAQ's

- ***What is a peer mentoring group?***

A peer mentoring group is a group of people coming together to learn from each other on a specific, pre-selected topic. They commit to connect regularly and will collectively share their questions or insights and experience to learn and grow from one another.

- ***How long does the peer mentor group last?***

In our ND ATD peer mentor groups, we ask that you participate in your selected group for a *minimum* of 6 months, in order to have time to build relationships and gain full value from the group.

- ***How often does the peer mentoring group meet?***

Each group will choose their own frequency to meet (at least once a month) and their method of meeting (virtual, in person, etc.)

- ***Who should join a peer mentoring group?***

Peer mentoring groups are a ND ATD chapter member benefit. Any member, whether new or experienced, is encouraged to join. We can all grow by sharing experiences and working together. Not a member? [Join now!](#)

- ***How does it work?***

When joining, you will choose a group focused on a specific topic area. Each group will have a designated conversation catalyst whose role is simply to help get conversations going. The group you are in will commit to a date, time, frequency and type of connection. Then it is up to the individuals in the group to be accountable to one another and to share knowledge and ideas on the topic for the term of the group. Interested in being a conversation catalyst? Email us [ndatd@gmail.com](mailto:ndatd@gmail.com).

- ***How do I decide on a topic area?***

There are lots of ways to choose and it's really up to you. Here are some suggestions to think about while you make your selection: a topic of interest, current needs you have on the job, projects you are working on, an area you'd like to grow in or share your knowledge. Just remember that you'll want to choose one that you can commit to for 6 months.

- ***What if I realize I should have picked a different group?***

If you feel the group you are in isn't what you expected, you encounter any problems, or you have a pressing need at work in another area, we will do our best to work with you in allowing a change of focus groups. You will need to email ND ATD @ [ndatd@gmail.com](mailto:ndatd@gmail.com) and let us know you'd like to change groups. A board member will reach out to you to determine why and work with you to move you to another group as we are able.

- ***What if the conversation catalyst isn't keeping our group going, it's stalled, or I have other concerns about the group?***  
You will need to email ND ATD @ [ndatd@gmail.com](mailto:ndatd@gmail.com) and let us know what your concerns are. We will work as a board to address the issue and ensure the group is healthy and effective.
- ***What happens at end of the group's term?***  
You can choose to stay in the same group or to join another.
- ***I'm interested in being a conversation catalyst, how do I start?***  
You can contact us at [ndatd@gmail.com](mailto:ndatd@gmail.com) and we'll discuss which group you're interested in, the commitment, and answer any questions you have. We provide all the tools, prompts and support we can to make you and your group successful in connecting and growing on your topic. You don't have to be the expert in the group, you just have to be willing to support its success.
- ***I'm still not sure I'd bring value, what should I do?***  
YOU have personal experience that is different and therefore valuable, regardless of how much experience you have. Your ideas, experiences and questions you ask all allow the others in the group to grow because you'll stimulate new thoughts, ideas and conversations. Don't let nerves stand in your way, give it a try! Let's get you connected to others in your shoes, and to those who can take you under their arm!
- ***I'm having a hard time choosing. Can I join more than one group?***  
We would prefer that you only join one group to start. We know you feel like a kid in a candy store, but we are here to tell you more isn't better when you get that tummy ache. If you really feel stuck, reach out to us and we can try to help you determine which group might be most beneficial.
- ***I'm interested in a group topic you don't have listed, what should I do?***  
Let us know and consider being the conversation catalyst! We plan to add groups as we are able to support them. By letting us know your area of interest, we can work to offer it in the next round and then we hope you will commit to being the conversation catalyst. You're obviously interested in the topic!
- ***Okay, I'm sold. How do I join a group?***  
We will send out emails to members with a sign-up link when new groups are starting. But you can always email [ndatd@gmail.com](mailto:ndatd@gmail.com) to get started sooner!