



### March 2025: Mentoring Partners

**Mentoring Partners Newsletter:** *A monthly overview of timely tips, resources, and relevant events to support formal and informal mentoring at Wake Forest. For the month of March, we're focused on the COREFour Mentoring Skill of **Seeking Feedback**.*

## FEEDBACK IS DATA

Knowing how to seek out, receive, and respond to feedback is [the ultimate life skill](#). If we want to grow and develop - personally and professionally - we need to gather feedback from the people whose observations and opinions we value most. All feedback is data on what we're doing well and those areas where we need to change or improve. Through feedback, we're collecting data on:

- our skill gaps,
- what other people think about us,
- how other people think and process information,
- our limitations and opportunities,
- and our ability to build effective relationships.

Not only can we, as faculty and staff members, build our individual skill sets around seeking out and giving effective feedback, but we can help our students put this skill into practice. Here are two simple questions that anyone can ask after a specific experience in an effort to gather feedback and data:

1. ***What are 2-3 things you think I did really well on that project/assignment/presentation/fill-in-the-blank?***
2. ***And, what are 1-2 things you think I could have done better or differently?***

Download our [Best Practice Guide to Seeking Feedback](#) and our [COREFour Faculty and Staff Guide](#) for additional resources on this topic.

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## RECOMMENDED READS & RESOURCES

**Gen Z and Millennials Receive Feedback Differently:** If you've noticed some generational differences in how people receive feedback, you're not alone. [This piece from \*Fast Company\*](#) examines how Gen Z and Millennials differ in the timing, frequency, and ways in which they want feedback to be offered.

**Why the Feedback Sandwich Falls Apart:** Hiding constructive criticism or feedback between a few positive statements or niceties isn't very effective, according to [this recent article from Fortune](#). "[According to Gallup](#), meaningful feedback is strengths-based, aligned with goals and priorities, and can often be delivered in as little as 15 to 30 minutes. This contrasts sharply with the feedback sandwich, which focuses on form rather than substance."

**Asking For and Reflecting on Feedback:** Download [this worksheet](#) for mentees on how to seek out the feedback that you need. You can also use the reflection questions as you process the feedback that you heard and decide how to use it moving forward.

**Download Toolkits and Guides:** Did you know that the Mentoring Resource Center website has [several toolkits and guides](#) to support mentors, mentees, and program coordinators? Log into our password-protected page using your WFU Gmail credentials and start downloading! Explore a few of these resources below:

**DECISIONS, DECISIONS:  
HOW TO SEEK OUT FEEDBACK &  
REFLECT ON YOUR MAJOR/MINOR OPTIONS**

**FIND YOUR PEOPLE**  
Whose opinion do you trust? Who has the experience to speak to your choices? And where can you find the additional information you need to make the most informed decision?

Here are a few individuals to consider reaching out to for a conversation:

- **Peers** who are currently in the major/minor programs you are considering
- **Faculty members** in the major/minor programs you are considering
- **Career coaches** in the Office of Personal and Career Development
- **Faculty or student mentors/advisors** through the Office of Academic Advising
- **RA** in your residence hall
- **Parents, family members, or friends** who know you well
- **Past or present mentors**

**ASK FOR FEEDBACK**  
Solicit feedback from the people you trust by asking good questions that will help you think through which majors/minors will be the right fit for you:

- What are my **strengths/weaknesses** academically?
- Are there certain **skills or areas where I need to build up my knowledge base?** If so, which academic areas of study will help me to do that?
- How would XYZ major/minor get me closer to my **life and career goals?**
- Based on your experience, **what do you think I would enjoy** about studying this particular academic subject? And, **what might I not like** about it?

**TAKE TIME TO REFLECT**  
Now that you've sought counsel and advice from people you trust, take some time to reflect individually on who you are and what you have heard from others to make an informed, confident decision about your major/minor.

- **Which are I good at** (writing, problem-solving, art, etc.)? And which major/minor would let me build upon that?
- What subjects am I **most excited** to study?
- Which major/minor would help me to **acquire the skills and experience** needed for the **career path** in which I am most interested?

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A FACULTY GUIDE TO  
MENTORING  
STUDENT PROJECTS

© Wake Forest University Mentoring Resource Center, 2020

Guide to  
Virtual  
Mentoring

Build relationships with connection + intentionality.

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## DEACON SPOTLIGHT

Alumna Taylor Fowlks ('20) works as the Assistant Corporation Counsel for the New York City Law Department in New York, NY. In [this Deacon Spotlight profile](#), Taylor reflects on the impact that mentors have had in her life and career, starting during her time as a student at Wake Forest and beyond:



### taylor fowlks ('20)

"Mentorship is something that I hold very dear. It is truly invaluable to have someone who can help you navigate professional hurdles based on what they have learned in their own experiences. As I have had some phenomenal mentors, I look forward to doing the same for someone else in the future."

## RELEVANT EVENTS

### [Out of the Forest | Year One 101 Workshop Series for Class of 2025](#)

Let Seniors know about these five workshops to help them prepare for life after Wake Forest. Topics include: managing life transitions, post-grad success by focusing on strengths, post-college finances, and more! Each workshop lasts 90 minutes, dinner will be provided, and, due to the limited space, registration is required for all five.

### [Career Programming & Events for Alumni, Students, Faculty, and Staff](#)

The Mentoring Resource Center team also manages the [Alumni Personal & Career Development Center](#). Check out our list of upcoming programs, events, and online courses, many of which are available to alumni, students, faculty, and staff. You can also view student-only career events on the [Office of Personal & Career Development](#) website.

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*Connect with the Mentoring Resource Center team if we can support you and your program/department in the months ahead. Please feel free to forward this newsletter to your colleagues.*

*[Mentoring Resource Center website](#)*

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