

# MLA Mentorship Program Frequently Asked Questions

## Why have an MLA mentor?

Mentors play a significant role in the lives of developing professionals by serving as a teacher, coach, counselor, and role model. They provide feedback and encouragement, offer professional advice and help others make connections between their present performance and their future. A mentor is more than just a resume proofreader.

## Who can participate in the Mentorship Program?

Any library professional with more than five years of experience and is a member of MLA in good standing can apply to be a mentor. Any MLA member working as library professional or enrolled in a library science program can become a mentee.

## Is there a fee to participate?

The Mentorship Program is a free benefit for all MLA members.



## **How do I apply for the MLA Mentorship Program?**

Mentee applications are accepted in January and July for the spring/summer and autumn/winter cohorts respectively. Once the application deadline has passed, all applications will be carefully reviewed by MLA staff in order to make the best possible mentor/mentee partnerships.

Mentor applications are accepted all year. When a potential match is identified, MLA staff will contact you with more information.

## **After I apply for the MLA Mentorship Program, who will contact me?**

Once a match is made, you will receive a Welcome Kit that includes your match's contact information. To minimize confusion, it is the responsibility of the mentee to initiate contact with the mentor.

## **What if I'm not comfortable with my proposed mentor or mentee?**

Please talk to us frankly if things aren't working the way you had hoped. If you haven't talked directly with your mentor or mentee about the causes of your discomfort, please do so. Often it will be a question of miscommunication that can be cleared up through open conversation.



## **What if I cannot answer my mentee's questions?**

Some questions posed to you by your mentee might not be in your field of interest or within your scope of knowledge. When this situation arises, we encourage you to let them know and, with permission, forward their question to MLA.

## **What will my mentor do for me?**

It is up to the mentee to take the initiative to make the MLA Mentorship Program a successful experience. Mentors offer information, support, feedback, contacts and ideas, but the mentee must take it from there.

## **What types of things should I ask my mentor?**

The types of questions asked vary and there are no right or wrong questions to ask. Your mentor will receive some information about your goals before the match is finalized. When you first meet your mentor, talk about ground rules so that everyone in the relationship is comfortable sharing information.

