



# 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 free for all MLA members as a benefit of joining MLA.

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

Applications for the Mentorship Program are accepted in the Winter and Summer for Spring and Autumn matches 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.

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

Once a potential match is identified based on areas of librarianship and interests as described on the applications, you will receive a Welcome Kit that includes your match's contact information. 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 tell us! 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 issues that are causing disagreement, do so. Often it will be a question of miscommunication that can be cleared up through open conversation.

## **What if I cannot answer the 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 share this with the mentee and forward their question to MLA. Notify the mentee that their question has been forwarded and that they will be contacted by MLA soon.

**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. When you first meet your mentor, ground rules should be set so that everyone in the relationship is comfortable sharing information. As a rule of thumb, if you are not comfortable asking a question or sharing certain information, don't!