

## ALA LLAMA Mentoring FAQ's for the Mentor

What is the definition of **mentoring** used in ALA's LLAMA Mentoring Program?

"Mentoring is a supportive learning relationship between a caring individual who shares knowledge, experience, and wisdom with another individual who is ready and willing to both develop leadership qualities and partnership skills, as well as to realize a vision benefit from this exchange. The benefits received are professional career path growth and enrichment." (adapted from Faure, 2000)<sup>1</sup>

What are the **benefits** received by mentors?

- Exposure to new ideas and interests.
- New opportunities for professional challenges.
- Personal satisfaction in sharing your career experience, knowledge and skills.
- Opportunity to reflect on your own practices.
- Enhanced confidence from positive feedback.
- Opportunity to practice developmental behaviors outside own direct line responsibilities.
- Development of own self-awareness.
- Greater understanding of other library organizations and library roles.
- Learning from the shared interactions with mentees.

What is **expected** from an ALA/LLAMA mentor?

- Commit to the full 10 month formal mentorship. This includes recurring communication and interaction with mentor, brief "check-in" emails with Mentoring Committee liaison, and completion of forms, surveys, etc.
- Initiate and maintain interest in the assigned relationship(s).
- Assure regular meetings with mentee (face-to-face, telephone or e-mail).
- Learn and apply interpersonal skills.
- Provide career advice and counseling based on related experience.
- Share skills and knowledge from your professional experience.
- Inspire by providing positive feedback.
- Maintain confidentiality.
- Consult with LLAMA Mentoring Committee liaison as needed.
- Attend the ALA annual conference. Attendance of the 2 hour Mentoring Orientation on Saturday is mandatory so that you can personally meet your mentee.

**How** to become an ALA/LLAMA mentor?

- Express interest to be a mentor.
- Obtain and complete an online application from the ALA/LLAMA Mentoring Committee's

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<sup>1</sup> Faure, Suzanne. (2000). *Introduction to mentoring: IM/IT community*. Retrieved November 11, 2007 from the World Wide Web:

[http://www.cio-dpi.gc.ca/orobgc/devprog/mentor/2000-09/mentoring/mentoring\\_e.pdf](http://www.cio-dpi.gc.ca/orobgc/devprog/mentor/2000-09/mentoring/mentoring_e.pdf)

website.

- Be a member of LLAMA or agree to become one
- Be a leader in your library, community, and/or LLAMA.
- Request to be placed on LLAMA Mentoring Committee's volunteer mentor list.

What **training** is involved if selected as a mentor?

- Read online PowerPoint presentation provided by the LLAMA Mentoring Committee which discusses :
  - Goals
  - Logistics
  - E-mentoring
  - Tips for meeting topics
  - Possible suggested strategies
  - Examples of positive mentoring
  - Possible challenges
  - Exposure to additional mentoring resources
- Attend initial orientation/training and introduction at annual conference.
- Read additional mentoring resources (you are encouraged to contribute additional material to the Mentoring Committee's list of mentoring resources).