

Mentorship Program Guidelines for Mentors

Mentor,

First, a 1000 thankyou's for devoting your time and effort to developing our younger professionals, and the profession overall. Your participation will have a positive impact for years to come, and may reach farther than you can imagine.

The full details for an effective mentorship relationship can be found by clicking on "Mentorship Manual" on the AAPRA website, <http://www.aapra.org/mentorship-program>

Here are a few guidelines to get you off to a good start:

- Complete the short and simple, on-line application:
<https://www.surveymonkey.com/r/WWSYRPH>
- You will be matched with a Mentee and notified with contact information, background. The Mentee will get the similar information on you.
- Mentees are expected to initiate the first contact.
- The program is to be conducted during a six-month window, beginning in July.
- Commit to talking once a month with your Mentee.
- Keep the sessions reasonably short – 30 to 45 minutes at most.
- To make sure you visit monthly, pick a certain day or date and time each month for your visit (*e.g. "third Monday, every month, 11AM*)
- If and when possible, meet your Mentee in person at least TWICE during the six-month window. If it is not possible to meet in person, plan to use Skype, Facetime or a similar video system.
- If you can, try to attend the NRPA Conference in Indianapolis to meet your Mentee there.
- Your primary role is to listen and to ask open-ended questions to stimulate conversation ... leading to focus on what's important to the Mentee.
- At the outset, and even before the first conversation, try to determine what is important to your Mentee ... what does he/she need, expect, want from the relationship?

This program is a collaborative effort of the American Academy for Park and Recreation Administration, and the National Recreation and Park Association Young Professionals and Administrators Networks.