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 Fanure, 2000)

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 (virtually, telephone, e-mail, or face-to-face).
• 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.

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
• 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 materials 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
  - Read additional mentoring resources (you are encouraged to contribute additional material to the Mentoring Committee’s list of mentoring resources).

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