ALA LLAMA Mentoring FAQ’s for the Mentee

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 mentees?
- Advice and experience with career planning.
- Exposure to new ideas and interests.
- New opportunities for professional challenges directly involved in one’s current career path.
- 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 mentors.

What is expected from an ALA/LLAMA mentee?
- 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 mentor (virtually, telephone, e-mail, or face-to-face).
- Learn and apply interpersonal skills.
- Accept career advice and counseling based on mentor’s related experience.
- Share skills and knowledge from your professional experience.
- Inspire by accepting positive feedback.
- Maintain confidentiality.
- Consult with LLAMA Mentoring Committee liaison as needed.

How to become an ALA/LLAMA mentee?
- Express interest to be a mentee.
- Obtain and complete an online application from the ALA/LLAMA Mentoring Committee’s website.
- Be a member of LLAMA or agree to become one
- Have an interest in being a leader in your library, community, and/or LLAMA.
What training is involved if selected as a mentee?

- 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)