

Setting Your Mentorship Goals

Resource 1

This resource is designed to facilitate a conversation between the new lawyer and mentor during their first meeting and prepare them for undertaking the mentorship curriculum.

Mentoring Goals

The new lawyer should communicate his/her specific goals for the mentoring relationship in order to develop a more meaningful mentoring plan. It is recommended the new lawyer set two to three goals related to the curriculum.

To aid reflection on the mentoring goals, we suggest completing the following statements:

1. I am most interested in these specific mentorship activities...
2. I have these development plans that I want to achieve this year...
3. I need to know more about...
4. I want to strengthen the following skills...
5. In five years, I see myself doing...

Mentorship Expectations

The new lawyer and mentor should discuss their individual expectations and resolve any concerns over these expectations. Discuss the best ways to reach each other and set up regular meeting times.

Listing expectations for the mentoring relationship is intended to help the new lawyer and mentor understand each other's intentions so that neither feels disappointed or betrayed when they do not conform to some expectation that was never made explicit. Listing expectations also helps resolve unrealistic expectations from the outset of the relationship.

To assist both the mentor and the new lawyer in reflecting on the expectations you have of the relationship, consider answering the following statements:

- I hope you will be otherwise accessible to me (how often and in what capacity)...
- I expect we will do the following types of activities together...
- I would like you to help me to...
- I think you need to know this about me...
- I expect that we will meet (how often) for (how long).

Completing the Mentorship Curriculum/Plan

The new lawyer and mentor should review the specific activities and experiences in the curriculum they have selected and discuss any supplemental activities or discussions needed to reach the new lawyer's goals. Both individuals must pledge to complete the curriculum by the end of the twelve-month period.

Before commencing work on their mentorship plan, the mentor and new lawyer should sign the Mentorship Agreement, identify the selected curriculum on this Agreement, and submit it to the BTG Program Coordinator within 15 days of the first meeting. Email the Mentorship Agreement to: bridgethegap@nmbar.org.