



Meeting Topic Suggestions

MONTH 1:

Learn about each other, what has led each of you to this point in your career, and expectations of the mentorship experience. If you haven't done so already, this is a good time to schedule each of your monthly meetings.

MONTH 2:

Career goals and professional/personal development.

MONTH 3:

Time management, work/life balance, law practice management.

MONTH 4:

Communication, collaboration, office politics, and stories of working with others.

MONTH 5:

Ethics; personal stories and solutions to ethical issues.

MONTH 6:

Networking and being part of the Lancaster legal community.

MONTH 7:

Diversity and inclusion in the workplace, sexual harassment, mental health and wellness.

MONTH 8:

The joys and challenges of law, why practice law?

MONTH 9:

Look ahead, plans for the future, and reflection on the mentorship experience.

*Please note, these topics are suggestions and are not necessary for a successful mentorship experience. The mentorship program is intended to be casual, flexible, and unique to each mentor/mentee pair.

Tips for a successful mentorship experience:

FOR MENTEES

- It is your responsibility to initially reach out to your mentor. Start by setting a regular schedule. It is highly recommended that the initial meeting includes the establishment of a set schedule for monthly meetings if possible. Flexibility will be required at times, but having the regular meeting time will help the mentoring relationship develop more quickly.
- Be respectful of your mentor's time. Be prompt and give plenty of notice if you need to reschedule a meeting. Make good use of your meeting time; come prepared with a list of things you want to discuss.
- Ask questions! Don't let your ego get in the way of accepting feedback and constructive criticism from your mentor.
- Do not cover up a challenge. New lawyers will make mistakes. It is inevitable. First acknowledging a problem and then correcting it will avoid any snowball effect or worse -- impact on clients or colleagues. Your mentor could be an invaluable ally in helping through these challenges. Use your mentor as a resource, particularly in the more challenging circumstances.
- Build multiple mentor relationships; your LBA mentor will not be able to advise you in every aspect of your professional or personal life. Develop effective networks with peers, other lawyers in and outside your workplace, judges, family and friends.
- Address any problems in the mentoring relationship promptly. The court and the bar want this to be as useful and valuable an experience as possible. If for any reason, the program or the mentoring relationship is not meeting your needs, contact the LBA staff to begin working toward a resolution. This program is intended as a service, not a burden.