



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 MENTORS

- Take the early initiative. Although the initial contact is the responsibility of the mentee, many mentees might be hesitant to be overly burdensome to their mentors. Mentors should take the initiative to reach out, set up good times to call, and communicate their openness and availability early in the relationship.
- Set expectations and boundaries early on. At the initial meeting, set a regular date/time for your monthly meetings. Inform your mentee about the best time to call with questions or issues, when they are more likely to get your undivided attention.
- Listen to your mentee's concerns and, especially in the beginning, draw out those concerns that they may be reluctant to raise.
- Recognize that mentees may differ in what they hope and need to get out of a mentoring relationship. Consider adjusting your own approach and keeping an open dialogue about each of your expectations and concerns.
- Create a safe environment for the mentee's growth by being accessible and nonjudgmental, keeping confidences, and inviting open and frank conversations.
- Acknowledge the issues facing mentees who are ethnic minorities, or who may face challenges because of their religion, sexual orientation, economic status, national origin or age.
- Use your friends and colleagues. No one bar member can be all things to a mentee.
- Share your experience and talent freely. Be the role model you would want.
- Take the time to develop a meaningful mentoring relationship. At its best, this relationship is an opportunity for mutual learning and growth.