



LAWYER TO LAWYER MENTORING PROGRAM
WORKSHEET A

FIRST MEETING OF THE NEW LAWYER AND MENTOR

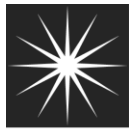
Worksheet A is intended to facilitate the discussion between the new lawyer and mentor during their first meeting and prepare them for the joint development of the mentoring plan.

ME AT MY BEST

Think of a time in your life – an event, interaction with another person or group, accomplishment, performance, etc. – when you were really at your best. It felt right. Perhaps others noticed. You felt energized and satisfied after it was over. Even if it happened in a tough time for you or for someone else, you knew that the best “you” came out in that experience. Make a few notes so you can tell the story. One partner will start by telling his or her story (approximately 5 minutes). The other partner listens for what really shines through as strong and good about the sharer in the story. At the end of the story, the listener should ask a few questions to help the sharer re-live the experience a bit more and to hone in on what really seemed strong in the sharer. The listener then tells what he or she heard in the story that came across as strong, as the partner at his or her best. Swap roles and repeat.

NOTES FOR MY STORY

NOTES FROM MY PARTNER’S STORY



MENTORING EXPECTATIONS

An expectation is a confident belief, strong hope or presumed notion that a particular result or event will occur. The exercise of listing the expectations of 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 and so that they can resolve from the outset any unrealistic expectations of each other.

The following points might guide your discussion:

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

COMPLETING THE MENTORING PLAN

The new lawyer and mentor should discuss the specific activities and experiences in the mentoring plan to develop a personalized plan that they will complete together by the end of the mentoring term. Both the new lawyer and Mentor must pledge to complete the mentoring plan. The mentoring plan must be submitted to the Commission on Professionalism within 30 days of the start of the mentoring term.

ACTION STEPS

End the session by discussing what action steps you can take to either improve or set yourself up for future success based on today's discussion. Discuss how one or more of your Signature Strengths can help you achieve success in these steps.
