



**LAWYER TO LAWYER MENTORING PROGRAM  
WORKSHEET A  
FIRST MEETING OF THE MENTEE AND MENTOR**

Worksheet A is intended to facilitate discussion during the initial mentoring meeting and prepare for the joint development of the mentoring plan.

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**MENTORING GOALS**

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To assist in the development of a meaningful personalized mentoring plan, the mentee should articulate specific goals for the mentoring relationship. Discuss together three or more goals the mentee has for the mentoring relationship.

Keep in mind that a goal is something that one wants to achieve — an objective. A mentee reflecting on goals for the mentoring program might complete the following statements:

- a) I am most interested in the following mentoring plan activities...
  - b) I have the following personal development plans that I want to achieve in the next year...
  - c) I need to know more about...
  - d) I want to strengthen the following skills...
  - e) In five to ten years, I see myself doing...
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**MENTORING EXPECTATIONS**

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The mentee and mentor should discuss individual expectations and resolve any concerns over expectations.

Keep in mind that an expectation is a confident belief, strong hope, or presumed notion that a particular event or result will occur. Listing the expectations of the mentoring relationship is intended to help the mentee and mentor understand one another's intentions and avoid disappointment from the relationship not conforming to a non-explicit expectation. Additionally, it helps the mentee and mentor to avoid unrealistic expectations.

To assist you in reflecting on the expectations you have of your mentoring relationship, think about how you might complete the following statements:



- a) I expect that we will meet (how often) for (how long).
  - b) I hope that you will be otherwise accessible to me (how often and in what capacity).
  - c) I expect that we will do the following types of activities together...
  - d) I would like you to help me to...
  - e) I expect that you will treat me...
  - f) I think you need to know this about me...
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### COMPLETING THE MENTORING PLAN

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The mentee 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 mentee 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.