

FAQs

Below are a few answers to Mentoring Program FAQs to guide you as you decide whether to participate in this rewarding and fun program:

1. Who can be a mentor and mentee?

- a. For the CLE track: Attorneys that have been admitted to practice in Illinois for not less than five years can **participate as mentors**. Attorneys that have been admitted to practice in Illinois no more than four years prior to beginning the mentorship program; OR have passed the Illinois bar exam and are awaiting formal admission to practice law in Illinois; OR have submitted an application for admission by motion under the Rule 705 **can participate as mentees**.
- b. For the non-CLE track: Attorneys that have been admitted to practice for not less than four years can participate as mentors for junior level attorneys or law students. Additionally, attorneys that have been admitted to practice for not less than two years can participate as a mentor for current law students. Attorneys and law students can participate as mentees.

2. What benefits are there to being a mentee or a mentor?

- a. There are too many benefits to list! However, if the IAHA Mentoring Committee were to name some of the top few it would be the following:
 - i. For Mentors
 1. Gives you the opportunity to make a **tremendous contribution** to the professional growth of junior attorney or law student.
 2. Allows you to **strengthen** your own leadership, communication, and coaching skills.
 3. Provides a chance to **learn new things** from your mentee including **learning new things** about yourself!
 - ii. For Mentees
 1. Allows you to receive support and assistance when determining your **long-term career direction**.
 2. Gives you the opportunity to **develop a relationship** where you receive independent and objective perspectives to your career goals and situations that arise day-to-day at your current employment.

3. Being a mentor/mentee sounds like a great opportunity but I do not know if I have the time to participate, should I still sign up to participate?

- a. Consider that your time commitment will be spread out over the course of a year and generally not inundate your schedule at any particular time. Also, IAHA provides a variety of resources, including a **suggested timeline**, to assist mentors and mentees in managing their time and being productive.
- b. Additionally, the non-CLE track provides considerable flexibility for the mentor and mentee to determine how many times to meet and whether to meet in-person, over the phone, or otherwise.