

# mParks Professional Mentorship Program

## Relationship Guidelines

The Professional Mentorship Program is encouraged for both part-time and full-time professionals currently working within the Parks & Recreation field. The program is designed to enhance the quality of both professional skills and job performance for those actively working in the profession.

## Time Commitment

The mParks Mentorship Program is a commitment of time, effort, and mutual understanding of the advancement of both Mentor/Mentees. Participants will agree to a minimum time commitment of 1-2 hours monthly in the first year of the Mentor/Mentee relationship. Any additional time put into the relationship is up to each partnership during that first year of the relationship. Any years, time, and commitment past the first twelve months will be up to the Mentor and Mentee to continue its progress.

Each month, the Mentors and Mentees will be provided with monthly topics of discussion. This could include leadership videos, applicable books or articles trending in the field and/or events in the proximity of both people to attend if desired. These topics are merely guidelines or starting points for conversations. If an individual has a specific topic, they wish to cover that month, they can do so.

## Relationship

As a Mentor/Mentee, you have voluntarily entered a mentoring relationship.

As a Mentee, I will openly discuss my career goals and experiences for the purpose of shared learning and career enhancement.

As a Mentor, I agree to respect my Mentee regarding their independent goals and how they manage their future career path. Mentors will be involved in training, education, coaching, and cheerleading of their Mentees.

The Mentorship Program application is designed to find the best Mentor and Mentee relationship based on interest area, professional growth goals, and knowledge.

## Honest Communication

To establish a true working relationship, partners need to develop a line of open communication. A Mentor/Mentee relationship should guide professional behaviors with encouragement and trust. Respect for the Mentorship Program, the Mentor, and the Mentee is vital to honest communication without personal gain.

## Confidentiality

Everything discussed in the agreement of Mentor/Mentee discussions will be confidential unless otherwise specified at the time of the discussion.

## No Fault Termination

In the event either party finds the mentoring relationship unproductive, that individual holds the right to request the relationship be terminated after a reasonable attempt to work through any communication challenges or relationship conflicts that may arise during the relationship. Termination will be honored without question or blame. Understand that the Mentorship Program may or may not find a new match with a different Mentor/Mentee. If you wish to terminate the relationship, please contact the New Professionals Leadership Team at [newpros@mParks.org](mailto:newpros@mParks.org).