

## Guidelines for Mentees of CSCSW's Mentorship Program

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We greatly appreciate your interest in and willingness to be part of the mentorship program offered through the California Society for Clinical Social Work (CSCSW). The role of mentee is both an honor and a responsibility that one must enter into with thoughtful intention and care. The mentee is aware that the mentoring relationship is not psychological counselling or any kind of therapy. The mentoring relationship is based on the expressed professional goals, interests and objectives of the mentee. The mentor and mentee are also aware that mentoring results cannot be guaranteed. The mentee and mentor acknowledge and agree that they are entering into a mentoring relationship in the full understanding that the mentee is responsible for their own decisions and results.

The commitment is for one year.

Please review the following guidelines for mentees. These guidelines seek to provide structure and to set clear expectations for mentees to successfully take advantage of this program. You are acknowledging and agreeing to abide by these guidelines by signing below.

1. Contact your mentor in a timely manner, i.e. within one week, after receiving initial contact. Even if, for any reason, you are unable to take on the mentee role at the time, reach out to the mentor to let them know so that they may be redirected to another mentee.
2. Once you have established contact, schedule to meet with your mentor regularly. It is helpful to initially meet more frequently, i.e. once a month, in order to establish a relationship, but you may later mutually decide to decrease the frequency of meetings as needed.
3. Keep your scheduled meetings unless an emergency arises. Consistency and reliability with your meetings with your mentor will enhance your experience and growth to reach your goals.
4. Keep it professional. Conduct yourself in a professional social work manner. Establish boundaries that are appropriate for the mentee-mentor relationship early on; thus, reducing confusion while facilitating your development in the profession.
5. Be open to constructive feedback. Expect your mentor to help you grow professionally through honest and empathic guidance.
6. If you are no longer able to continue as a mentee, ensure that you terminate appropriately with your mentor. Abandonment is unprofessional and just as harmful in this context as any other. Your timely communication and planning will be your responsibility. Communication is an important part of this process for your individual growth.
7. Reach out to the Member Benefits Committee Chair should you have any questions or concerns during your role as a mentee. You are not alone. We are here to support you in this vital role.
8. Refer to the NASW Code of Ethics for further guidance as needed.