

CFAMFT Mentorship Program

(Adapted from APA "Introduction to Mentoring:
A Guide for Mentors and Mentees" - 2012)

Roles of Mentors:

- Provide acceptance, encouragement, and moral support
- Provide wisdom, advice, counsel, and coaching
- Act as a coach in professional organizations, supports networking efforts.
- Assists with the navigation of professional structures, settings, institutions, and politics
- Facilitates professional development
- Challenges appropriately to facilitate growth
- Accepts assistance from mentee in professional responsibilities within appropriate limits
- Enjoys the opportunity to pass on wisdom and knowledge with early career MFT's, MHC's and SW's

Role of Mentees:

- Guidance in a specific area of psychotherapy, for ex MFT's
- Series of questions or issues
- Broad or early career development
- Ethical or moral guidance
- Assistance in navigating professional settings, institutions, structures, and politics
- Professional identity development guidance

Mentor-Mentee Relationship Objectives may include:

- Clear communication of the expectations of the relationship
- Goal-setting
- Conflict resolution skills
- General structure to include: frequency of meetings (ie-1-2 x month), who will initiate meetings, format of meetings (ie-in-person vs on-line), length of meetings
- Respect, boundaries, punctuality, reliability are recommended to be discussed as needed.
- Over-dependence, requests for personal favors, or expecting credit for the mentor's or mentee's work may need to be discussed.
- Maintaining a professional relationship to guard against the development of a personal relationship is recommended.
- Forgiveness and patience will assist in overcoming potential barriers to a successful mentor-mentee relationship.