

MENTORSHIP PROGRAM

INSTRUCTIONS FOR PARTICIPANTS

The purpose of the Mentorship Program is to help lawyers to come out of their isolation, to respond to questions related to the practice of law and to guide the youngest lawyers in the practice. Here are instructions for both mentors and mentees:

1. Mentors should actively listen to and show consideration for the questions asked by the mentees; doing so will result in a discussion that is enriching for both parties.
2. Mentors should try to exchange ideas with the mentees rather than deliver a monologue. It is a good idea to share some of the high and low points of their practice, so that the mentees can learn from the varied experiences of the mentors, both good and bad. When mentors are uncertain about what advice to give, they should consult their colleagues about how to approach the problem. Mentors should share reflections that might enable the mentees to distinguish themselves in their work environment.
3. The Program has been established to offer general assistance to mentees and is not intended to give answers to specific legal cases or questions or to protect mentees from their professional responsibilities.
4. Mentees are encouraged to ask the mentors any practical and ethical questions. They should remember that the mentors have probably had similar experiences and are there to answer questions on these matters.
5. Mentors are offering their services on a volunteer basis, so mentees should not abuse their time.
6. The YBM and the Bar of Montreal make no representations with respect to the knowledge or experience of the mentors, who are not legally responsible for any advice they give.
7. The mentor should contact the mentee within five (5) days of receiving the matching letter, in order to meet within 20 days after. The mentor and the mentee arrange meetings at times and places that suit them both. The mentor should be available for at least a period of six months and is encouraged to remain available as long as necessary to adequately guide the mentee or provide the necessary support. It is desirable for the mentor and the mentee to be able to create a lasting relationship.
8. By agreeing to participate in the Program, mentors and mentees agree to abide by these instructions.