



Basic Guidelines/Ideas regarding MSCSW's new Mentoring Program

Mentors will indicate their interest and willingness to become an individual Mentor for either current MSW students or first and second year clinicians in the field. Mentees will indicate their interest in being mentored by an agency social work clinician or a private practice clinical social worker (on a separate page provided for each).

- This is voluntary and a free service to our Mentees by MSCSW Members.
- Basically, our mentoring program is an extended, **creative conversation** and exploration of the field of clinical social work, intended to assist new and burgeoning clinical social workers.
- As experienced clinical social workers, we wish to **support** those newly entering the field, and serve in this **generative way**.
- The Mentoring relationship is a supportive, nurturing and collegial unit, different from formal clinical supervision or any kind of specific case supervision. Mentoring is also not therapy, although having (or being) a mentor can feel therapeutic and very supportive. It can also be very fun.
- We request that all parties treat this service and one another with respect, maintaining a positive focus, with the intention of Mentor and Mentee alike benefiting from this experience.
- Mentors and Mentees will be solely responsible for all legal and ethical matters involving their relationship---not MSCSW or its Board.
- This relationship is designed to support, encourage, advise and facilitate the newly entering clinician as s/he joins the collegial field.
- Mentors and Mentees will work out the logistics of meeting in person or talking on the phone as best suits them. **It is suggested that contact take place about twice a month or once a month and on an as-needed/desired basis beyond a monthly meeting.** Mentoring can be for one year (or two, if extended by the involved parties) typically beginning the end of September (this is certainly flexible).

- Mentors and Mentees will be paired up initially. If, for any reason, either individual thinks or feels like this isn't a match, that's all that need be said. Another Mentor or Mentee will be designated, if available.
- We encourage the Mentor to "walk with" and **follow the Mentee's lead** and discuss their interests and questions rather than the experienced clinician setting the tone.
- If a second Mentor's expertise might assist the Mentee in their exploration, interests or needs, then, together, the initial duo can seek that out.
- If the Mentee desires therapy or supervision, the Mentor will assist in locating such and help find an effective referral.
- The Mentee is free to explore many avenues regarding the profession with his/her Mentor: all questions and conversations about how to do anything as a clinical social worker can be explored together.
- The Mentor is encouraged to suggest materials, references, people and other professionals who might add greatly to the mentoring conversation.
- Mentees are encouraged to enjoy and utilize this mentoring opportunity for their professional growth as they begin to blossom in the field of clinical social work.

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Affiliated with the Clinical Social Work Association