

WASHINGTON COUNTY BAR ASSOCIATION

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Mentor Program Guidelines

Purpose

The Mentor Program of the Washington County Bar Association has been developed to provide lawyers new to the practice of law an opportunity to consult with and develop relationships with more experienced lawyers. The purpose of the program is to introduce newer lawyers to the traditions and customs that are part of practicing law in Washington County. The program's one-to-one mentoring relationship has been designed to provide the newer lawyer with both the personal perspective of the "seasoned" lawyer and the sharing of practical information and guidance on such matters as

- the day-to-day practice of law
- the working of the courts
- the economics of a law practice
- relationships and networking with fellow lawyers
- relationships with the judiciary and
- matters of general professional concern.

The program is not designed or intended to involve seeking or giving advice on specific legal questions involving actual clients.

Goals

The goals of the Mentor Program are to

- heighten the technical competence and ethical standards of lawyers
- provide professional support for those lawyers new to the practice of law
- encourage collegiality among participants in the legal community and
- promote civility in the legal profession.

The Mentor Program is an important component in the Bar Association's mission to maintain the honor and dignity of the profession of the law, cultivate social relations among its members and increase its usefulness in promoting the due administration of justice.

Mentors & Mentor-Mentee Relationships

Experienced lawyers will be chosen for their years in practice, integrity, commitment to professionalism, and ability to share experiences that can be beneficial to the personal and professional development of new lawyers.

While we expect that many of the mentor-mentee relationships will last throughout the participant's professional career, both mentors and mentees are asked only to make a one year commitment to the program. There is no required time commitment during that year, but regular meetings between a mentor and mentee are strongly suggested and will be actively supported through a monthly lunch subsidy by the Bar Association.

Mentoring Participation Questionnaire

Name _____

1. Do you wish to participate in a Mentor Program? **Yes** **No**

1a. If "no," do you already have a Mentor (formal or informal) through other means or programs? **Yes** **No**

1b. If "no," please tell us why you do not wish to participate _____

If "no," please go to question #4. Your responses will be helpful in our efforts to develop & improve the mentoring program.

2. Which areas of assistance would you find most helpful (check all that apply):

_____ Law office management _____ Professionalism/Ethics

_____ Court Procedures _____ Practice Areas

_____ Other(s) _____

3. If you are a member of a firm, would you prefer that your assigned Mentor be from outside the firm? **Yes** **No**

4. Your type of practice:

_____ Sole Practitioner

_____ Government Employee

_____ Teaching

_____ Not Actively Practicing

_____ Corporate

_____ Law Firm (if checked, please indicate the following):

_____ Partner/Shareholder

_____ Associate

Size of Firm: _____ 2-5 Attorneys

_____ 6-10 Attorneys

_____ More than 10 Attorneys

5. Please indicate your top three primary areas of practice, ranking them with your predominant area of practice being #1:

_____ Administrative Law

_____ Appellate Practice

_____ General Practice

_____ Trial Practice

_____ Bankruptcy

_____ Business/Comm. Transactions

_____ Civil Rights

_____ Commercial Litigation

_____ Corporate Law

_____ Criminal Law

_____ Elder Law

_____ Environmental Law

_____ Estate Planning & Admin.

_____ Family Law

_____ Government Benefits

_____ Insurance

_____ Defense./Coverage

_____ Labor & Employment

_____ Municipal Finance

_____ Municipal & Zoning

_____ Personal Injury

_____ Real Estate

_____ Securities Law

_____ Taxation

_____ Workers Compensation

Other(s) (please specify): _____

Please add any comments, recommendations or suggestions about the mentoring program: _____

(use other side if needed)

Please return this questionnaire at your earliest convenience. Thank you for your assistance.