

Mentor

Mentors play an integral role in the quality of the YoungArts program. For that reason, YoungArts has developed a selection process designed to identify qualified individuals.

The selection process will give you an opportunity to share with us your qualifications and motivation for serving as a Mentor. Mentors are expected to fill many roles; therefore, it takes exceptional people to fill these positions. We take special care in selecting those individuals with potential to develop leadership skills and grow within the YoungArts community.

The Application Process

Applications / Applications should be submitted via email to alumni@youngarts.org by 5 p.m. on Friday, September 17, 2010.

Phone Interview / The final selection will consist of a phone interview. If selected, you will be contacted with the date and time.

Eligibility

You **MUST** be a YoungArts Alumni.

You **MUST** be out of the YoungArts program for two years (i.e. Class of 2010 can apply in 2012).

Purpose

To create bonds between established YoungArts alumni and the next generation of YoungArts alumni that engage the younger set in their personal and vocational spheres as artists.

Commitment

Mentors are YoungArts alumni that make a commitment to meet up or speak with their mentee via phone at least once a month for at least an hour for at least 6 months. The effort must be made on the side of the Mentor to schedule a time. Sometimes mentees can be proactive, but often they wait for someone else to take initiative. Both the mentee and mentor

would be asked to meet or talk via phone for 6 months (at least 6 times) at which time either the mentor or the student may decide to continue the relationship, or check-in with each other on a need-be or courtesy basis.

Responsibilities and Expectations

Mentors are expected to aid the mentee in the realities of living as an artist and what it means to be a YoungArts finalist and YoungArts alumni - including the benefits of being a part of the YoungArts family. Mentors should be prepared to ask the mentee:

Personal Questions:

How are you doing?

Tell me about yourself.

How are you doing in school?

Are you excited about the YoungArts program?

What are you expecting out of the program?

What did the program teach you?

Did you enjoy the program/ what were the best parts?

Notes: These are general questions meant to establish a level of purpose and caring between mentor and mentee. It matters what they are going through and it's important to listen and respond to concerns and cares here. The first meeting may consist mainly of these types of questions until the relationship is built. Be sure to share about your experiences, particularly where they match up to the experiences of the students. And, be sure to discuss the YoungArts program, what they can expect and what benefits the program can and will offer.

Vocational Questions:

What colleges/universities are you thinking about attending?

What are you thinking about as far as your vocation outside of school?

How can I help or what do you think you need at this stage in your development?

Notes: For many mentees this was why they signed up for the program – to hear from someone in their field and learn from them. They should be comfortable talking about this area the most.

Artistic Questions:

How are things going artistically?

What are some struggles you have right now as an artist?

Notes: Be sure not to be pushy on this subject, particularly if the student is shy about sharing – talk about how your creativity and work has grown in your own life and they may be more open to sharing their artistic experiences as well.

Resident Advisor Application

Completed applications are due by 5 p.m. on Friday, September 17, 2010, via email to alumni@youngarts.org. Candidates that prefer to mail their application are advised to do so early, as late applications will not be accepted.

Submission should be no longer than two (2) pages written in Times New Roman 12 point font.

If you have any questions, please contact the Alumni Relations Manager at 305.377.1140 or alumni@youngarts.org.

Please respond to the following questions on an additional sheet of paper.

What skills, qualities and traits you have that would contribute to you being a good Mentor?

How has your YoungArts experience (both positive and negative) influenced your decision to apply to be a Mentor?

Please tell us about any previous job or leadership role that would be helpful in evaluating your eligibility as a Mentor, and how these experiences relate to this role.

Why are you applying to be a Mentor?

What is your most significant experience, if any, in which you have engaged in/with a diverse setting?

Describe your strengths and how they may apply to this role.

Describe your weaknesses and how they may apply to this role.

At the top of each page of your application, please include:

First and Last Name

Year and Discipline of YoungArts award

Current Address

Current Phone Number

Current Email Address

References and Statement of Truth

References

Please provide three references.

Name: _____ Position/Relationship: _____

Phone Number: _____

Name: _____ Position/Relationship: _____

Phone Number: _____

Name: _____ Position/Relationship: _____

Phone Number: _____

Statement of Truth

I certify that the information on the accompanying application is true and complete. I understand that any misrepresentation or omission of facts may be considered cause of rejection of my application or termination of employment. I understand that nothing contained in this application or in the granting of an interview is intended to create and employment contract between YoungArts and myself for either employment or the provision of any benefit. No promises of employment have been made to me. I understand that YoungArts retains the right to terminate my employment based on my performance of the position and/or failure to adhere to the terms and conditions as stated in the job description and from my supervisor upon the start of my contract period.

Signature of Applicant: _____ Date: _____

Frequently Asked Questions

Question

I was assigned a student who has not gotten back to me nor will respond to my communication efforts, what do I do?

Answer

After a few communication efforts (phone, email, etc.) it is best to assume the student is no longer interested in continuing the formal mentoring relationship. Please report this to the Manager of Alumni Relations (alumni@youngarts.org) so that we can update our records accordingly.

Question

Where should I meet the student?

Answer

This is flexible. You can meet the student at a coffee shop, your office, or some other mutually preferred site.

Question

How often should I meet up with or speak with my mentee via phone?

Answer

You must meet up/talk via phone at least once a month for an hour at a time for 6 months. If you meet/talk more, that is great (!), but it should be desired on both ends. It is important that the relationship develops naturally and on the terms of both parties.

Question

What if I would like to mentor a different mentee?

Answer

You need to mentor the mentee you were given for at least 6 months. However, do feel free to speak with the Manager of Alumni Relations (alumni@youngarts.org) regarding any concerns you have and we can address for the following term, should you decide to apply again. Please know that we understand that this happens and is completely natural. It is not the failure of the program, or of particular individuals necessarily. But, we do ask that you complete your 6 month commitment.

Question

What if my mentee would like a different mentor?

Answer

Again, we understand that this is natural. We will address with the mentee directly. They will only be given one mentor for the 6 month period.

Question

What happens if the student asks me a question I can't answer?

Answer

Answer honestly. Say you don't know the answer, but would be happy to think about it and get back to them. Don't feel like you have to answer right away. If you want to discuss with the Manager of Alumni Relations, feel free to reach out (alumni@youngarts.org) and ask for help, or spend time thinking on your own.