



GLR-AMTA Mentoring Program FAQ's

- **"What is the GLR-AMTA Mentoring Program?"**

It is a free program for GLR-AMTA members by members to support growth and development across a range of professional domain areas. GLR-AMTA mentors are members who meet program criteria, including the completion of a 5 hour CMTE mentor training sponsored by the region. Mentees are regional members who self-select a mentor through the process outlined on the GLR-AMTA website.
- **"What is a mentor?"**

"Mentoring is defined as a long-term developmental relationship between a junior, less-experienced individual and a senior, more experienced individual across occupational, educational and psychosocial domain areas. They may be assigned or self-selected" (Kram, 1983 & 1985).
- **"How is mentoring different than supervision?"**

A Supervisory relationship is hierarchical and evaluative in nature. Supervisors are responsible to clients first. A mentor establishes an equal relationship where the mentee's interests and concerns are the priority.
- **and... "What is the benefit?"**

A GLR-AMTA mentor provides a mentee with a supportive ally from within the region who specializes in an area of interest to the mentee. The mentor provides a non-bias caring relationship, which supports personal and professional growth, leading to development in skill.

Professionals:

- "I've been in the field for several years, why do I need mentoring?" Only you can determine whether having a mentor is right for you. According to research, benefits may include
 - support and guidance,
 - assistance in defining career aspirations and support to reach these, goals such as connecting the mentee with relevant resources,
 - tools to set new professional goals,
 - self-care tips to prevent burnout,
 - an increase in positive self-image and confidence through acceptance, and confirmation of abilities,
 - a reduction in stress by addressing uncertainty(Falzarano, Zipp, & Pinto, 2012)



Students/interns

- “I have my professor/internship director; do I also need a mentor?”
These relationships are often time-limited, and are based on preparing the student/intern for the profession with the necessary skills. A mentor may help the mentee learn the "ropes" in a profession and support their decisions through non-judgmental feedback.
- **“What are the ethical considerations of the program?”**
All board-certified music therapists who participate in the GLR-AMTA Mentoring Program are expected to abide by the AMTA Code of Ethics. Because Mentoring is not therapy, HIPPA standards do not apply. Mentors and Mentees are expected to respect confidentiality, maintain copies of the Mentor-Mentee agreement, and provide periodic feedback to the region for ongoing assessment and quality management of the program.
- **“How can I mentor someone else?”**
You can become a mentor if you feel called to give back to the profession. All mentors:
 - are volunteers who are GLR-AMTA members and have been a professional board certified music therapist for a minimum of 2 years,
 - are able to document expertise in the area in which they intend to mentor,
 - have completed the GLR-AMTA Mentor application process,
 - once accepted, have completed a GLR-AMTA-sponsored 5-hour mentor training according to the national mentoring program standards.
- **“How soon can I expect the program to begin?”**
The GLR-AMTA aims to begin a pilot program starting in January 2016. The information from this pilot will be analyzed and evaluated to determine any necessary changes to shape the program going forward. The GLR-AMTA is currently seeking inaugural mentees to help pilot the program. Watch for the January roll-out at www.glr-amta.org. Direct your questions to the region through the GLR-AMTA website.

Mentor: One who holds another in the mind and acts mindfully on behalf of or in benefit of another.