

(S)He Said, She Said:

The Benefits of Mentorship from a Mentor and Mentee Perspective

Talitha Matlin, MLIS Candidate, San José State University
Dominique Turnbow, Undergraduate Services Librarian, UC San Diego, Biomedical Library

Libraries have long been proponents of developing new leaders in the profession through mentorship programs. This poster takes a unique look at the mentoring process and focuses on important aspects of each side of the relationship.

From the mentor's perspective – Dominique Turnbow

My favorite part of being a student was learning from my mentors. Now, I can give back to the profession by doing the same for others. I didn't let the lack of a formal internship program stop me from becoming a mentor.

Finding the "Right" Person

- *Meet her.* Nothing provides more information than a face-to-face conversation. Look for someone who you think you can get along with and will fit the organizational culture.
- *Align needs.* Make sure your institution can offer projects and opportunities that match up with the intern's goals and interests.

During the Internship

- *Treat her like a professional.* An intern is not another staff member. Provide opportunities that will prepare her for professional work.
- *Keep an eye out...*for opportunities where she can collaborate on projects with other librarians outside of your primary responsibilities.
- *Expose her.* Introduce her to other professionals. Co-present at conferences. Take her along to committee meetings.

After the Internship

- *Be available.* Make sure you are available to answer questions and provide advice and guidance.
- *Be a headhunter.* Forward scholarship and job opportunities as you hear about them.

From the mentee's perspective – Talitha Matlin

The best learning experiences I have had during library school have been a result of my first internship. When traditional avenues for finding an internship don't work, you can try what I did.

Getting Started

- *Take control.* Contact local library human resources departments to inquire about internship opportunities.
- *Keep an open mind.* Don't limit yourself to a particular type of library or subject-area.
- *Know thyself.* Be clear about the experiences you want to have (e.g. types of projects, skills you would like to improve, etc.).

During the Internship

- *Share your ideas.* Most librarians are open to hearing your perspective and are interested in how you would approach a project.
- *Take advantage...* of the resources and people around you. Look for opportunities to learn new skills and network.

After the Internship

- *Continue collaborations.* Look for opportunities to share your projects and experiences at conferences.
- *Keep in touch.* Your mentor can help you identify new opportunities and develop ideas. She can also guide you in your future career search.

Mentorships benefit not only the people involved, but the organization as a whole. The third portion of the poster features projects that the authors worked on during the mentorship that benefited the UCSD Libraries. Contact Dominique Turnbow (dturnbow@ucsd.edu) for a handout that describes the projects.