FAQs

1. **What is the goal of the MAP?**
The goal of the Mentor Advice Program is to assist new attorneys with their transition to the NH legal community by providing guidance from experienced mentors regarding ethical, practical, and professional issues. MAP seeks to promote positive relationships among members of the New Hampshire Bar Association.

2. **How do I apply?**
Applications for prospective Mentors and Advisees will be available on the NHBA website or by contacting the Member Services Coordinator memberservices@nhbar.org

3. **Who may participate as an advisee?**
New attorneys in practice for less than three years. –OR– Attorneys returning to practice who have not practiced law for the last three consecutive years. –OR– Attorneys new to NH from out of state who have practiced for more than three years elsewhere may seek a mentor for basic insights regarding the NH legal community and networking. If there is a waiting list, preference for the program will be given to attorneys who are new to the practice of law.

4. **What qualifications are required of mentors?**
Potential mentors must meet the following minimum qualifications:

   - Attorney in good standing.
   - Has practiced in NH for at least 5 years -or- Has practiced for four years and graduated from NHBA Leadership Academy.
   - Has not been subject to any disciplinary sanctions for at least five years.
   - No suspensions or disbarments from the practice of law in any state.
   - Has a reputation among judges and peers in the local legal community for ethical and professional conduct and competence.
   - A retired judge or attorney who meets the other qualifications may apply to serve as a mentor.

5. **How many advisees will be assigned to a mentor?**
The Mentor is only agreeing to mentor one individual. Mentors who are willing to mentor more than one individual may indicate so on the application.

6. **Is training required for mentors?**
No additional training is required of potential mentors.

7. **What criteria are used to match an advisee with a mentor?**
Pairings will be made based upon a variety of factors, including area of practice, size and type of firm or other legal employer, specific preferences/concerns, and geographic location, keeping in mind that geographic location should not be a barrier for an otherwise excellent match.

8. **What happens after a match is made?**

Once a match has been made, both parties will be notified. Mentors shall have the responsibility for setting up the initial meeting.

9. **What should I expect at the initial meeting?**

At their initial meeting, Mentor and Advisee shall discuss:

- Attorney Mentoring Program Participation Agreement
- Boundaries of the relationship
- Avoiding potential conflicts of interest
- Preferred means of communication
- Expectations of the relationship
- Advisee’s goals
- Ethical guidelines.
- Plans for next meeting

10. **How often should mentor and advisee meet?**

Mentors are encouraged to meet once a month with Advisee and to be available as needed for email contact.

11. **Are communications confidential?**

Discussions between the Mentor and Advisee should be confidential unless express permission is granted to share information with a third party.

12. **What are the responsibilities of the mentor?**

The mentoring relationship is solely for educational purposes and professional guidance. Information provided by the mentor does not constitute legal advice to the Advisee and/or the Advisee’s clients. Mentors are encouraged to make initial contact with Advisee within two weeks of being notified, and to set up an initial meeting within 4 weeks of being notified. Mentors are encouraged to meet once a month with Advisee and to be available as needed for email contact.

13. **What are the responsibilities of the advisee?**

Advisees are expected to be respectful of the Mentor’s time and professional boundaries. Advisees shall not request case specific advice or employment assistance. Advisees should frame questions in the form of a hypothetical and give anonymous fact patterns in order to maintain client confidentiality and to avoid creating a conflict of interest.

14. **How long is my commitment to the program?**

Mentor and Advisee agree to commit to a mentoring period of six months with the option to renew by mutual agreement for up to three additional six month terms. After each 6 month term, Advisee shall fill out a brief evaluation and indicate whether or not they wish to continue participating in the MAP.

15. **What do I do if a problem arises?**
Communication is key to a good relationship, so parties are encouraged to try to resolve issues by communicating directly with the other party. However, in the event that they cannot work things out, parties should notify the program coordinator.