



THE SUPREME COURT of OHIO

LAWYER TO LAWYER MENTORING PROGRAM

Increasing the VALUE, VIRTUE, and VOICE of PROFESSIONALISM

Objective

The purpose of the Lawyer to Lawyer Mentoring Program is to elevate the competence, professionalism, and success of Ohio lawyers through positive mentoring relationships. Mentoring creates an opportunity for an experienced lawyer to provide professional guidance and share practical knowledge and skills with a new lawyer during the critical transition from law student to legal practitioner.

Specifically, the mentoring relationship should:

- Foster the development and increase the knowledge of practical skills and legal customs for the new lawyer
- Create a sense of pride and integrity in the legal profession
- Promote collegial relationships among legal professionals and involvement in the organized bar
- Improve legal ability and professional judgment
- Encourage the use of best practices and highest ideals in the practice of law.

How it Works

Mentees and mentors select activities and topics from the mentoring curriculum to create a personalized mentoring plan, which guides their meetings throughout the course of a one-year mentoring term.

Mentoring pairs must meet at least six times for a total of nine hours, minimum.

CLE Credit

Mentees who successfully conclude the mentoring program will satisfy their New Lawyers Training requirement, provided they also take three hours of instruction in professionalism, law office management, and client fund management. Upon completion, mentors receive 12 hours of CLE credit, including 2.5 hours of professional conduct credit.

Cost

There is no cost to mentees or mentors to participate.

To Participate

To participate, a Mentee Application for the Lawyer to Lawyer Mentoring Program must be completed within 60 days of the new lawyer's swearing-in ceremony.

A new lawyer may nominate a mentor from a pre-approved mentor list on the Court's website or ask an experienced lawyer who meets the program's eligibility requirements to submit a mentor application along with the new lawyer's application.

Experienced lawyers who wish to become a mentor should complete a Mentor Application.

Proven Results

New lawyers found great benefit from the Lawyer to Lawyer Mentoring Program. A survey of mentees at the end of a recent program's term found:

- **99%** said they would recommend the program to other new lawyers
- **98%** said they are better equipped to deal with ethical and professionalism considerations in their daily practice
- **97%** said they learned about legal customs
- **97%** said they are better prepared for the practice of law
- **93%** said they have more practical knowledge about the practice of law
- **88%** said they built collegial relationships with other members of the bar.



The swallow as a symbol for mentoring arises from the writings of Homer, where the word "mentor" has its roots. In The Odyssey, Athena, the Greek goddess of wisdom, assumes the form and voice of the nobleman Mentor to advise those she wishes to help. In Book 22, again as Mentor, she takes the form of a swallow to assist Odysseus in battle.

Benefits for the MENTEE

- Provides an avenue to learn the core values and traditions of the practice of law
- Pairs you with an experienced lawyer to turn to with procedural or ethical questions
- Allows you to rapidly assimilate into the legal culture and more easily transition from law student to legal practitioner
- Enhances your competence, reputation, and professionalism
- Expands your personal network and increases career satisfaction.

From Past Mentee Participants:

“The interaction with my mentor proved to be invaluable. I learned excellent lawyering skills.”

“I think there’s so much to learn as a new lawyer that wasn’t taught in law school, about handling clients, handling your workload, time management, private life, [and] I could use my mentor’s feedback on all of these matters. And I definitely feel like I have used and will use [this knowledge] as I progress in my career.”

“I learned more about the community aspect of being a lawyer. You don’t just sit in your office and nail out cases. You are part of a community and I think my mentor helped me see that.”

Benefits for the MENTOR

- Allows you to shape the future of the practice of law and leave a legacy
- Revitalizes your interest in your work
- Enables you to review your own strengths and weaknesses
- Enables you to fulfill your professional responsibility to improve the profession
- Provides personal satisfaction.

From Past Mentors:

“I found myself being reminded of the importance of ethics and professionalism, of treating ‘law’ as a profession, not a business, and [of] the personal satisfaction of being able to share my experiences while helping someone else.”

“[Participating] helped me feel that I was doing more than just my job each day, but helping someone else to hopefully get more out of their career.”

“I think I learn as much as the mentee because I rethink the reasons why...I do things and if what I am doing works... no matter how well something worked in the past.”

The Supreme Court of Ohio Commission on Professionalism

The Commission was created for the purpose of promoting professionalism among attorneys admitted to the practice of law in Ohio. Professionalism connotes adherence by attorneys in their relations with judges, colleagues, clients, employees, and the public to aspirational standards of conduct. The Commission devotes its attention to the law as a profession and to maintaining the highest standards of integrity and honor among members of the profession.

For More Information, Contact:

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