

Capitalizing on New Librarians: The Importance of Mentoring

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My Experience

Formal Mentoring

- Oriented to Library, Medical Center & University
- Trained in expert searching, EBP, etc.
- Evaluated for competencies & gaps
- Asked to develop goals / action plan
- Appointed to committees

Informal Mentoring

- Encouraged to participate in the profession & CE activities
- Offered professional guidance
- Motivated by colleagues, who served as role models
- Provided with just in time training

Reverse Mentoring

- Empowered to offer input & leadership on Library, Medical Center & University committees
- Given opportunities to train librarians & colleagues



Recommendations

For New Librarians

- Be open to having a mentor
- Don't be afraid to ask for help
- Become involved at work & in the profession
- Know your strengths & weaknesses
- Learn as much as possible from others
- Participate in CE activities often
- Seek professional guidance from experienced librarians
- Don't be timid - share your talents & opinions
- Get to know your colleagues on a personal level

For Other Librarians

- Create a mentoring program
- Become a mentor
- Encourage new staff to be active in the profession
- Welcome fresh ideas & perspectives
- Be open to learning from those with less experience
- Introduce new librarians within your network
- Be patient - remember what it was like to be new
- Provide formal & informal training
- Share your knowledge & expertise



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