



CAMBERWELL CAMERA CLUB

MENTORING PROGRAM

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WHAT IS MENTORING?

Mentoring is a practice where someone with knowledge and experience in photography helps further your skills and knowledge. The mentor doesn't photograph or process your images for you rather they assist you to explore the options for improving your own abilities. Mentoring can help you gain confidence in your abilities. They can help you identify your strengths and weaknesses. Through a mix of constructive criticism and enthusiastic encouragement a mentor may be able to help you take your photography to the next level.

WHY WOULD I BE INTERESTED IN HAVING A MENTOR?

- Are you interested in improving your photography?
- Do you feel unsure about how to use your camera?
- Are you interested in buying new equipment but are not sure what might be best?
- Do you wish to explore new techniques?
- Does computer based processing confuse you?
- Can someone tell me if my images are any good?

If the answer is **yes** to any of these questions, or you may even have others, you may benefit from having a mentor.

Mentoring is a two way process and finding the best person to work with requires some careful consideration.

MENTORING DURATION

Mentoring has no set time span.

- You may only want someone to briefly help you get started with camera basics
- You may only wish for some guidance in mastering a specific new technique or
- You may be interested in continuing support over a longer period of time

The time commitments should be discussed between the mentor and the mentoree to make sure both people can provide the ideal arrangement.

SELECTING YOUR MENTOR

Camberwell Camera Club has a number of experienced photographers who are keen and willing to provide mentorship.

Some of the criteria for selecting the appropriate mentor for you can include some or all of the following factors:

- Geographic location
- Camera type and compatibility with yours
- Mentor's experience in relation to yours
- Mentor's key photographic area of interest in relation to yours: e.g. landscapes, macro, portraits, etc
- How much mentoring is likely to be required
- What you are hoping to achieve

ROLE OF THE MENTOR

Mentors can be a person who:

- is willing to share their time and experiences
- listens to your concerns about your work
- allows you to reflect on what you are doing
- can be a sounding board for your ideas
- suggests new ways of analysing your work
- provides feedback on your work
- demonstrates new skills or techniques
- points you to boundaries that you might choose to break
- strengthens *your* abilities
- broadens your horizons
- points you to additional information and resources

ROLE OF THE MENTOREE

Things to consider:

- Do I have the ability and desire to learn new things about my practice and myself?
- Am I will to receive constructive criticism?

You should be clear what you would like to achieve from the mentoring arrangement. You need to have a commitment to practice new skills and be enthusiastic to engage in critical dialogue. You need to play an active role in improving your learning rather than passively just expecting the mentor to teach new skills. Being open to receive new ideas and suggestions is critical - to be confident enough to ask questions and experiment.

WORKING WITH YOUR MENTOR

To get the most out of the experience, once a mentor has been allocated, you will work together in a variety of ways according to the mentor's and your availability. It is wise to discuss carefully your expectations of the agreement.

THINGS TO CONSIDER:

- How long will the mentoring last?
- How will you maintain contact: will there be both face to face meetings or will contact be by phone or email?
- How often will you meet?
- Where will you meet?
- What type of feedback will be required?
- What activities could be done together?
- What are the mentor's (and your own) time and commitment restrictions?
- What happens if we don't get on?

Each mentor/mentoree arrangement will have slightly different needs.

GUIDELINES FOR A MENTORING RELATIONSHIP

- Mentoring is voluntary and both mentor and mentoree should be able to benefit from the relationship
- Both mentor and mentoree must respect professional, artistic and commercial ethics and not take advantage of the relationship.
- The arrangements can be terminated at any time
- The mentor is at no stage legally responsible for the actions of the mentoree
- Mentors should try not to impose their own aesthetic on mentorees' work, rather provide unbiased, honest feedback
- It is generally best to first meet outside each person's own personal space.
- It is often best to use multiple methods for communication and explore all available options.
- At the first meeting it is best to clearly discuss the goals of the arrangement so you are both happy. These arrangements can of course change by mutual agreement throughout the time you work together.
- A simple goal is merely to become more conscious of how to critique your images more effectively to really see what is working and what is not. Feedback from your mentor can provide a fresh perspective on your work.
- The mentoree should allow adequate time for the mentor to review images for feedback but this should be completed by the mentor in timely fashion to be most effective.
- The mentor will treat the mentoree's images in full confidence and not share that work with anyone else without the consent of the mentoree.
- The mentor owns copyright to any of their own contributions delivered as part of the mentoring arrangement.
- The mentoree owns copyright to any of their own contributions delivered as part of the mentoring arrangement.