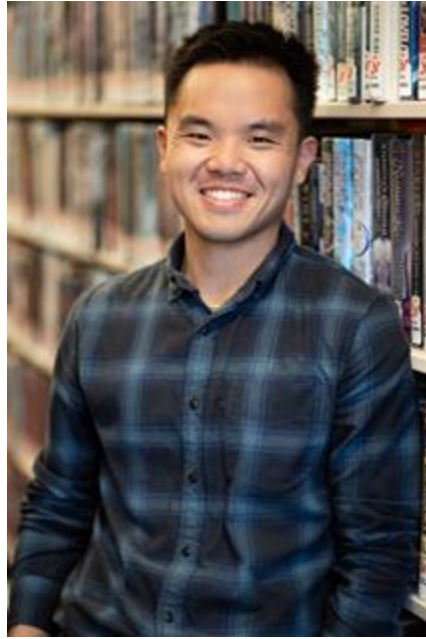


Mentorship Matters

Cultivating Talent, Inspiring Success



Who in the World?



Zach Hose

HR, Social Psych, and
folding shirts



Holly Hibner

MLIS, Reference Guide to
the Galaxy

Why Does Mentorship Matter?

Skill Development

Career Advancement

Onboarding

Diversity & Inclusion

Camaraderie

Connect



If You Build It, They Will Come

Matching

Onboarding

Timeline

Oversight

Resources

Informality



Wins, Losses, Ties

Group Check-ins

Testimonials

Discontinued Pairs

Toolkit

Where are things now?



Dana & Max

Mentor: "I love to share my love of the job!"

Mentee: "Library school online is a very impersonal experience, and Dana is creating a personal connection."



Donna & Christine

“It was a true two sided relationship where each party benefitted.”

“This experience has brought me confidence in the skills I wanted to improve on like stepping out of my comfort zone”



The Wall (and How We Broke It)

Mismatched pairings

Lack of engagement

Supervisor resistance

Mitigation strategies



Considerations

Staff Size

Time commitment

Cost

MLA's Mentorship Program



Questions?

Let's chat!

Zach Hose

zhose@plymouthlibrary.org

Holly Hibner

hhibner@plymouthlibrary.org



Further Reading

Blanchard, K.H. (2017). One Minute Mentoring: How to Find and Work With a Mentor--and Why You'll Benefit From Being One. New York: William Morrow.

Johnson, W.B. (2004). The Elements of Mentoring (1st ed.). New York: Palgrave Macmillan.

Lipsky, M. M. (2024). Library Worker Burnout is Real! Pennsylvania Library Association Bulletin, 17(2), 19-20.

Michigan Library Association. (n.d.). Mentorship Program Overview. Retrieved August 28, 2025, from <https://www.milibraries.org/mentor-program>

Shiela-Mie, E. L. (2023, 11). The Hidden Benefits Of Mentorship On Career Trajectories. Personal Excellence Essentials, <https://proxy.lib.wayne.edu/login?url=https://www.proquest.com/magazines/hidden-benefits-mentorship-on-career-trajectories/docview/3033052502/se-2>

Stampone, Ashley, C.P.A., PhD. (2024). Tips for Being the Best Mentee. Pennsylvania CPA Journal, 95(1), 17. <https://proxy.lib.wayne.edu/login?url=https://www.proquest.com/trade-journals/tips-being-best-mentee/docview/3037614190/se-2>

Stueart, R. D. (2013). Library and Information Center Management (8th ed.). Santa Barbara, CA: ABC-CLIO, LLC.