

## CNL-664A Topic 2 Choosing a Mentor to Support Your Counseling Practice Template

**Directions:** As an emerging counselor, having a professional mentor is vital to your counselor identity development. Use the following template to develop a plan to effectively choose a mentor.

| Mentorship Prompts                                                                                                                                                                                                    | Address each of the following prompts in 100-150 words.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
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| <p><b>Mentorship and Supervision:</b> Compare the similarities and differences between mentorship and supervision.</p>                                                                                                | <p>Mentorship and supervision both support the development of a CIT through guidance, feedback, and professional growth. Both relationships stress ethical practice, skill development, and self-reflection. However, supervision is a formal, evaluative process required for licensure, focusing on client care, documentation, and clinical competence, and often includes oversight and accountability. Mentorship, however, is typically voluntary, non-evaluative, and more holistic, focusing on long-term professional identity, career development, and personal growth within the counseling field (Amparheng &amp; Pillay, 2021). Mentors provide support, encouragement, and insight based on their own experiences, while supervisors are responsible for ensuring client welfare and adherence to professional standards. Together, both roles are essential, with supervision ensuring competency and mentorship supporting confidence, identity, and long-term success (Ong &amp; Swift, 2018).</p> |
| <p><b>Mentorship Characteristics and Skills:</b> Discuss the characteristics and skills important for selecting a professional mentor (e.g., experience/professional background, mentorship style, availability).</p> | <p>When selecting a professional mentor, I think it is important to consider both personal and professional qualities. A strong mentor should have relevant clinical experience and a background that aligns with the interests of the CIT, such as working with similar populations or using preferred theoretical approaches. Effective mentors demonstrate strong communication skills, approachability, and the ability to provide honest, constructive feedback in a supportive manner (American Counseling Association [ACA], 2024). Additionally, a mentor's availability and willingness to invest time in the relationship are essential for meaningful growth. It is also important that the mentor models ethical practice, cultural competence, and professional boundaries. A good mentor creates a safe space for questions, encourages self-reflection, and supports the development of confidence and independence while guiding the counselor-in-training toward their professional goals.</p>     |

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| <b>Professional Mentor Support</b><br><b>Goals:</b> Describe the goals (SMART) the CIT aims to achieve with professional mentor's support. | With the support of a professional mentor, I aim to strengthen my clinical confidence, refine my therapeutic approach, and further develop my counselor identity. Specifically, I plan to engage in at least one mentorship meeting per month over the next six months to discuss clinical challenges, case conceptualization, and professional growth. I will seek feedback on my use of evidence-based interventions and work toward improving my ability to respond effectively in complex client situations. I also aim to enhance my ability to balance empathy with clinical objectivity and develop stronger boundaries within my practice. Through mentorship, I also hope to gain guidance on career advancement, networking, and long-term professional goals. These goals are measurable, time-bound, and focused on continued growth as a competent and confident counselor. |
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## References

American Counseling Association. (2024). Making the most of the mentoring relationship.

*Counseling Today*. <https://ctarchive.counseling.org/2009/01/making-the-most-of-the-mentoring-relationship/#content>

Amparbeng, D.B., & Pillay, Y. (2021). A conceptual framework for incorporating mentoring in the clinical supervision of international counseling students. *International Journal for the Advancement of Counseling*, 43(4), 553-568. doi: [10.1007/s10447-021-09448-8](https://doi.org/10.1007/s10447-021-09448-8)

Ong, J., & Swift, C. (2018). Mentoring and supervision in academia: Establishing distinctions to manage expectations. *Hepatology Communications*, 2(12), 1419-1420. doi: [10.1002/hep4.1283](https://doi.org/10.1002/hep4.1283)