

# IDAL

IDAL MENTORSHIP PROGRAM

## Mentor Application

The IDAL Mentorship Program offers a goal-based program of peer mentoring, open to beginner and intermediate IDAL members seeking one-on-one mentorship from an experienced IDAL member for a period lasting six months. The beginner Decorative Painter may be looking to start their Decorative Painting career and an intermediate Decorative Painter may want to explore expanded growth with the guidance of an experienced Decorative Painter. Mentors are volunteers who share their wisdom and skills while providing supportive critique to their Apprentice.

### Mentor Qualifications

IDAL Mentorship Program Mentors come from diverse backgrounds and bring various skills from personal experience, education, and other training. They are selected on the basis of their excellence in professional artistic achievement as well as their desire to pass on their knowledge to developing Decorative Painters. Mentor qualifications include:

- Be a current IDAL Member.
- Be an experienced Decorative Painter.
- Have significant technical knowledge of Decorative Painting.
- Have ability and willingness to commit to the mentoring process.
- Have well-developed listening and interpersonal skills.
- Be willing to share knowledge, connections, and experiences as an active participant in the IDAL Mentorship Program.
- Have experience providing critical feedback in an individual and/or group setting.

### Mentorship Goals

Mentorships will focus on assisting the Apprentice achieve specific goals within a prearranged timeframe. Goals can range from guidance in artistic development to more task oriented goals such as preparing proposals, organizing a business, overseeing a large project, and/or managing a team.

### Matching Mentors & Apprentices

Mentors and Apprentices will be paired and connected, with consideration, based on areas of expertise requested by the Apprentice and available from the Mentor. Mentors may be given the opportunity to review Apprentice applications.

### Roles and Responsibilities of the Mentor and Apprentice Team

The success of the IDAL Mentorship Program is dependent on both the Mentor and the Apprentice. Individual and Dual responsibilities include:

- Be current IDAL Members.

- Identify and set goals for the program with the Apprentice, and work to develop action steps.
- Monitor and track progress toward those goals, and clarify and revise goals as needed.
- Respect the Mentor's time by being punctual and prepared for each meeting, and by keeping commitments.
- Develop a mutual agreement for meetings and preferred method of contact.
- Ask questions so that a clear understanding is reached.
- Be open to guidance, suggestions, and coaching. Accept both questions and feedback in a positive manner.
- Be direct, honest, and upfront with the Mentor. Identify any challenges you are facing in the program.
- Keep the Mentor informed of changes in needs, expectations, or goals.
- Ask questions about the Mentor's career and experiences.
- Provide regular ongoing feedback to the Mentorship Program coordinators about the program.
- Report any concerns or complaints to the Mentorship Program Coordinator.

Discrimination is prohibited

All IDAL Mentorship Program participants shall refrain from harassment on the basis of race, creed, religion, sex, sexual orientation, color, national origin, ancestry, familial status, age, disability, marital status, and/or status with regard to public assistance.

## MENTOR APPLICATION FORM

DATE: \_\_\_\_\_

Complete the application and email it to [idal.mentors@gmail.com](mailto:idal.mentors@gmail.com) along with 4 – 6 crisp and bright images of your portfolio (large size, .jpg format, no collages) to: [idal.mentors@gmail.com](mailto:idal.mentors@gmail.com) If you have a website or blog with images of your current work, you do not have to include images with your application.

NAME:

PHONE:

ADDRESS:

WEBSITE:

CITY:

BLOG:

STATE:

EMAIL:

ZIP:

PREFERRED COMMUNICATION METHOD(S):

COUNTRY:

## DECORATIVE PAINTING ACHIEVEMENTS

Please submit a current resume of your Decorative Painting career and achievements. If this information is on your website, there is no need to send it separately.

## MENTORSHIP AREAS

Please check the areas where you are willing to mentor.

### Artistic Development

- Color Theory and Color Mixing
- Strong Interior Design Concepts
- Faux Finishing
- Venetian Plasters
- Murals

### Business Related

- Developing a Studio/Practice
- Working with a Team or Crew
- Proposals and Consultations
- Small or Large Commercial Projects
- Small or Large Residential Projects
- Bookkeeping and Company Basics
- Photography
- Proposals and Consultations

### Marketing

- Website
- Blog creation
- Social Media
- Advertising
- Newsletters
- Showcases and Trade Shows

## Miscellaneous

- Specific Interest: \_\_\_\_\_
- Specific Interest: \_\_\_\_\_
- Specific Interest: \_\_\_\_\_

## MENTORSHIP

Tell us why you would like to be a Mentor?

## PROGRAM

How do you see the IDAL Mentorship Program running? What does success look like for you in the IDAL Mentorship Program?

## APPRENTICE

Who would be an ideal Apprentice and/or what traits would they possess? Would you have a matching preference?

## TIME

Tell us how often you anticipate being available to your Apprentice either via email, phone, Skype, FaceTime, or in person. Are you willing to mentor more than one Apprentice?

## LIMITATIONS

Describe any situations, such as travel, that would limit your availability to your Apprentice.

## VOLUNTEERING

Describe any experience you have had with other Mentorship programs.

## PERSONAL

Tell us something interesting about yourself.

## HOBBIES

Let us know of any hobbies or personal pursuits you enjoy in your leisure time.

## ADDITIONAL

Please share any additional information you'd like us to have.

Please save this PDF form to your computer or device and email to [idal.mentors@gmail.com](mailto:idal.mentors@gmail.com)