



IADMS International Association
for Dance Medicine & Science

**EARLY CAREER MENTORSHIP
PROGRAM**

INTERNATIONAL ASSOCIATION FOR DANCE MEDICINE & SCIENCE

mentorship@iadms.org

www.iadms.org

Mission

The IADMS Early Career Mentorship Program is designed to connect undergraduate and postgraduate students pursuing further education and careers in dance medicine and science to professional members in the field. The mentorship program will foster a welcoming community for dance science newcomers by enabling experienced members to share their knowledge and experiences with student and recent graduate members, further developing their leadership and mentoring skills. The mentorship program will, therefore, support both mentee and mentor members of the community, and contribute to the longevity of dance medicine and science by providing education, networking, and professional development opportunities.

Framework and Timeline

The IADMS Mentorship Program takes a goal-based approach. Mentees will identify a specific goal or question – a Mentorship Motive – that they would like a mentor to support them in achieving or answering. Mentors are then matched to mentees based on the extent to which they can support a mentee's Mentorship Motive.

Applications for the program will open May 15 and will close July 1. After reviewing the mentorship program goals and agreements, pairs will clarify the Mentorship Motive to be addressed over the next year, agree on a broad plan of action and a schedule of between **one to four** follow-up mentoring sessions in-person or online.



Prior to the IADMS Annual Conference, pairs will be asked to reflect on their experiences and provide feedback in an evaluation survey. Pairs are welcome to reconnect at the conference, however, following the one-year commitment of the mentorship program, any further interaction between mentors and mentees is at the discretion of the pairing.

Role Responsibilities and Commitments

By taking part in the IADMS Mentorship Program, mentees and mentors have agreed to uphold the following role responsibilities:

Mentee Responsibilities

- Must be a student or recent graduate (three years out of program) in dance medicine and science or a related field
- Define and keep interactions with the mentor focused on the Mentorship Motive
- Commit to **one to four follow-up interactions as agreed upon by the pair**
- Ensure timely responses with email correspondence
- Refrain from asking mentors for support in any ongoing school-related work (i.e., assessments, research projects, theses, etc.)
- Take responsibility for scheduling meeting times and ensure one is organized for meetings by creating an agenda and preparing questions
- Be respectful of the mentor's time and be open to receiving guidance and advice
- Participate in honest, respectful, and relevant conversations and maintain a sense of open-mindedness and possibility in respect to the value of advice, suggestion and ideas proposed by the mentor
- Act with integrity and commitment, taking action to achieve your nominated goal, and seek clarification if something is unclear to you

Mentor/Peer Responsibilities

- Must have a higher education degree and/or extensive professional experience in dance medicine and science or a related field
- Peer mentors must be postgraduate students in dance medicine and science or a related field
- Agree to complete the Mentee Selection Form
- Commit to **one to four follow-up interactions as agreed upon by the pair**
- Ensure timely responses with email correspondence
- Refrain from advising mentees regarding any ongoing school-related work (i.e., assessments, research projects, theses, etc.)
- Provide support and guidance working towards the goals of the mentee's Mentorship Motive and challenge the mentee appropriately in respect to the attainment of nominated goals
- Be understanding, direct, transparent, and authentic when engaging in communication
- Maintain a professional and ethical working relationship, ensuring a safe, supportive, and respectful environment for each meeting
- Ask questions to encourage clarity and empower the mentee towards a self-directed approach in their growth and development
- Act as a role model, embodying your profession's values and ethical standards

Contacts and Registration Links

Register [here to apply](#) for a Mentor or Mentee position. This link is for IADMS members only, and can also be found in the IADMS Members' Area – Member Benefits tab.

Questions, comments, or concerns? Feel free to reach out to mentorship@iadms.org for more information.

Thank you for your participation and support!