



**IADMS** International Association  
for Dance Medicine & Science

**EARLY CAREER MENTORSHIP  
PROGRAM**

INTERNATIONAL ASSOCIATION FOR DANCE MEDICINE & SCIENCE

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[www.iadms.org](http://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 mentees 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 in May and will close July 31st. 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 in October, 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, suggestions 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.

## Statements of Support

"It was a pleasure to be a Peer-mentor. Mentoring seemed scary at first but if you are passionate about helping others in the field that are just starting out, I can only recommend to just bite the bullet and do it! The program was very helpful by giving good starting points for conversation and goal setting. It was wonderful to connect to my mentee in this way - I might have even made a new friend!"

"As a recent graduate, the IADMS Early Career Mentorship Program has been very inspiring and helpful. I was paired with a mentor whose interests and career path were very relevant to my own, and which allowed to establish an almost immediate connection. Her perspective and experiences were shared candidly, leading to a realistic understanding of the possibilities and obstacles that I could face in my own path. All the sessions were enriching and very enjoyable, being able to talk about a career in Dance Science but also about other topics and interests related to the field. I also felt very comfortable talking about my projects and struggles as a recent graduate and finished every session feeling highly motivated and having more clarity about the possibilities. In addition to all the useful mentorship, this program also made me feel as a part of the wider Dance Science context and network."

"Being a peer mentor was a great opportunity to support my mentee and help them develop their skills. It also gave me the opportunity to reflect on my own work."

"I found the IADMS Mentorship Program very helpful in clarifying a logical and viable pathway to work towards my initial goal and discussing the various steps along this pathway. My Mentor was excellent, listening to my aims and plans, making very helpful suggestions regarding process and useful professional contacts and supporting me in mapping out a suitable long-term pathway and the short-term steps to achieving this. Sincere thanks to IADMS and my Mentor, Martha Waugh, for the opportunity to receive such helpful guidance and support."

"I would encourage all professionals in dance medicine and science to be a Mentor on the IADMS Mentorship Programme. It is a fantastic opportunity to share skills and knowledge to those aspiring to pursue a career in the industry. Personally, being in a position to mentor so early in my career has provided wonderful insights due to not too much time passing since I was in my mentees position. It has been wonderful to hear and see the growth in my Mentee over this period and it is a humbling opportunity to help nurture them as they begin their career."

"I really enjoyed this program! With this being my first year as a member of IADMS, it was nice to get connected with someone in the realm of my future career field & brainstorm ideas together."

## **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 the IADMS PD&R Mentorship Sub-Committee at [mentorship@iadms.org](mailto:mentorship@iadms.org) for more information.

Thank you for your participation and support!