



Application Guide - Summer 2024

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What is Mountain Mentors?

Mountain Mentors is a community committed to self-development and support, in the backcountry¹ and beyond. We see mentorship as multi directional, as relational and something that needs to be practiced in a consensual learning experience where both mentors and mentees have opportunities for learning, listening, and skill development. To learn more about our model of mentorship - please read here.

Mountain Mentors facilitate one-on-one mentorship. Each season (winter and summer), we pair mentees and mentors and provide the programming necessary to empower pairs to define their intentions and objectives and to experience growth. In addition to one-on-one mentorships, at the heart of what we do is community. Our program offerings seek to energize, deepen, strengthen, and grow community both in our cohort and broader outdoors community.

¹To Mountain Mentors, 'backcountry' means the outdoor recreational spaces on the lands of the k'wík'wəłəm (Kwkwetlem), Qayqayt, Kwantlen, Semiahmoo, Tsawwassen, x'wəθkwəyəm (Musqueam), Skwxwú7mesh (Squamish), Səlilwətał (Tsil'it-Waututh), S'ólh Téméxw (Stó:lō), St'át'ímč Tmicw (St'at'ímc), and Líl'wat (Lil'wat) Peoples and upon which Mountain Mentors operates. 'The backcountry' is not a place to be owned, conquered, or disrespected. It is a destination, an aspiration, and an individuals' experience.

How to use this guide

This guide will help you navigate the application process and shares a summary of the questions you can expect to answer to help you prepare to submit your application.

This winter you can apply as a MENTEE or MENTOR in either Hiking / Scrambling or Climbing / Mountaineering

What's the application like?

Mountain Mentors hosts our application portal online via Jotform which enables you to submit a written application. Should you require accommodation to complete your application, please email the Mentorship Program Manager [Indra] using programs@mountainmentors.org to arrange an alternate method - either a video submission or via a phone call/Zoom chat to complete your application together.

The application asks questions about you, your interests in mentorship and in your chosen sport discipline. We anticipate this application will take you approximately 1.5 - 2 hours to complete (NOTE you can save your application and finish it later). We encourage openness, honesty and reflection on your personal experiences. The details you provide help us better understand your needs in mentorship and facilitate a great match for you.

The application is divided into five sections and uses a variety of multiple choice/ drop down and long form written responses (each written response has a 250 word limit):

1. [Basic personal info](#)
2. [Your Interest in the Mountain Mentors program](#)
3. [Reflection on skills, abilities & equipment](#)
4. [Reflection on your role as a Mentee or Mentor](#)

[Mentee Specific Questions:](#)

[Mentor Specific Questions:](#)

5. [Location & Availability](#)

Basic personal info

So we can connect with you further after you've submitted your application

- Name
- Pronouns
- Email
- Phone Number
- Date of Birth

Your Interest in the Mountain Mentors program

These questions help us learn about who is applying to the program.

- Have you applied before?
- How did you hear about us?
- What interests you in Mountain Mentors?
- Share a description of yourself and highlight your general interests?
- What personal history brought you to these lands and how has your understanding of place changed as a result?
- What draws you to the outdoors?
- Who inspires you and who do you look up to?

Reflection on skills, abilities & equipment

These questions help us determine which mentor/ mentee to match you with.

- Which sport discipline are you applying to (Climbing - bouldering, sport, trad or alpine/mountaineering) or (Hiking/Scrambling)?
- How do you prepare for a day outdoors?
- What gear do you have access to for your chosen sport?
- Assess your level of comfort with your gear?
- Describe your fitness/desired activity level
- Outline your hiking or climbing experience.
- Describe your climbing or hiking difficulty levels (climbing - grades)(hiking - on trail, off trail, trip planning, remoteness, navigation, exposure, day vs multi-day)
- What climbing or hiking clinics, courses or safety certifications have you taken?
- What First Aid courses/certs have you taken?
- Do you plan to take any courses this year?

Reflection on your role as a Mentee or Mentor

This is the most text-heavy section of the application. This section is where you have a chance to highlight your needs in mentorship and reflect on how joining this program can support your desired experiences and opportunities in your chosen sport discipline. This helps our pairing committee determine compatibility within a potential mentorship pair.

Mentee Specific Questions:

- What has motivated you to apply to Mountain Mentors as a Mentee? What does mentorship mean to you?
- Tell us about a time you were in a situation where although you may not have felt like you were in a leadership position, you stood up and took initiative.
- What do you need from your mentor to feel physically & psychologically safe? How/what will you contribute to your and your mentor's safety?
- Choose the TOP 3 GOAL PRIORITIES you want to focus on this season. What aspects of hiking are you most interested in sharing with your mentor? (multi-select)
- What are your goals for this season? What skill(s) are you looking to hone? "Skills" can refer to things beyond technical skills.
- What does support from your mentor look like to you?
- What do you foresee as your greatest challenge in being a Mentee and what will you do to actively address this challenge?

Mentor Specific Questions:

- What has motivated you to apply to Mountain Mentors as a Mentor? What does mentorship mean to you?
- [optional] Have you ever been mentored? If so, what difference did it make for you?
- Describe your leadership or mentor experience. (This can be formal, informal, sport-specific or another context - what skills/experiences are transferable?)
- Tell us about a time when you had a difficult conversation, and how did you navigate it?
- Tell us about a time things did not go according to plan, and how did you manage the situation?
- Describe how you plan to create a foundation of trust & create psychological and physical safety with your mentee, both before you head out to climb and throughout the season.

- What appeals to you most about the mentorship program, the community aspect or the 1:1 relationship with your mentee? or both? or something else? (there is no wrong answer)
- Choose the top 5 skills you want to share with your mentee.
- Tell us about some of your personal climbing goals you are striving for this season? In what aspects of your own climbing are you looking to grow?
- What level of mentee are you best suited to mentor?
- Please describe your ideal Mentee based on what skills or goals you would be confident in helping them achieve.
- What do you foresee as your greatest challenge in being a Mentor and what will you do to actively address this challenge?
- Are you looking for additional leadership opportunities within the cohort or the wider MM community above and beyond your mentoring commitment?

Location & Availability

These responses help us determine compatibility from a logistics perspective including location & availability

- Where will you be living come June 2024?
- What areas do you spend outside recreating in the summer?
- What transportation do you rely on for your summer recreation?
- Consider your availability through the week (Days/times)
- If you have a flexible or rotating schedule, when would you be available to connect with your mentor/mentee?
- Are you planning to be away for more than 3 weeks at a time between January - April 2024?

Any other questions/ things to share

SIGN AND SUBMIT YOUR APPLICATION

FAQ's

What information should I include?

Our application question DO have a word limit (250 per written response) - this helps each applicant provide enough detail and helps our pairing committee review information in a more equitable manner.

We encourage honesty, vulnerability and specifics. All of the details you share on your application help our Pairing Committee facilitate a strong match for you. We are honoured to be trusted with your stories, experiences and learnings, and while we encourage detail - we do our best to eliminate unconscious bias and review your application based on what you've shared and how you're able to connect the value of mentorship to this specific opportunity.

What happens after I've submitted my application?

GREAT QUESTION! At Mountain Mentors - we have one staff member and 4 - 6 seasoned alumni who join our Pairing Committee to read through all of your applications. The initial reading of applications takes us up to two weeks. After this time, we're able to make a recommendation on initial matches based on the numbers of mentor applications we receive, and continue to narrow down to the best pairs possible. This takes us another 2 weeks.

We typically receive 6 times the number of Mentee Applications compared to the number of Mentor applications, and unfortunately not everyone will receive a spot in the Summer cohort. Because we offer one-to-one mentorship to facilitate safe, empathetic, trusting, and empowering relationships, our program facilitates one-to-one relationships. As a result, we do not pair mentors with more than one mentee. We DO highly encourage mentorship pairs to buddy up with other pairs throughout the season who may be working on similar goals as this will further enhance your exposure to others in the Mountain Mentors community (you can discuss with your pairing how you want to navigate this through the summer season).

These applications are reviewed on the following basis:

Mentee Applications	Mentor Applications
<ul style="list-style-type: none">● Clarity on value of mentorship for chosen sport discipline● Ability to provide detail about personal expectations for the season (clear and tangible desired experiences/skills/opportunities and clear link to role of mentorship to achieve them)● Ability to identify how your role in the program will enable you to support the Mountain Mentors community in the future (how does this program help build your confidence and skills to support others to join the program)● Demonstrated alignment with Mountain Mentor’s vision, commitments, and core behaviours	<ul style="list-style-type: none">● Clarity on value of mentorship for chosen sport discipline● Demonstrated ability to provide mentorship● Interest and excitement to share skills, knowledge and experiences with others to support their development in the chosen sport● Demonstrated ability to uphold the commitments of a mentor● Demonstrated alignment with Mountain Mentor’s vision, commitments, and core behaviours

Who can I contact with questions?

Our team is here and ready for your questions about the program, what you can expect, or to help you navigate the application process.

You can reach out to programs@mountainmentors.org with any questions. You can also check out our stories on [Instagram](#) - we've saved responses to some of our most common questions there.

THANK YOU for taking the time to submit your application - we look forward to reviewing it.