



CANADIAN SOCIETY OF CINEMATOGRAPHERS

### **FOR MENTORS – A Guide and List of Suggested activities:**

The Field of View Mentorship Program would like to encourage an experience that is unique from traditional mentorship programs. Please use this guide to help shift the focus to the Mentee's experience in a way that acknowledges their role, their place in the industry, the barriers they may have faced up until now in their lived experience, and their particular needs as they communicate them to you.

**Ask** your mentee what they ideally want out of mentorship

- To have a general AMA (Ask Me Anything) session about your career path
- To have someone to ask questions and provide guidance about a current project
- To have a more hands on experience like visiting sets or shadowing during productions

**Determine** the best method and timing for communication for planning your meetings

- You may choose to start with the two coffee/phone/zoom chat sessions first before committing to further meetings

**Share** your experiences, stories and tips from set but also **listen** to what they need and the level they are at. Try not only to help them but learn from them as well. Activities can include:

Set visits or shadowing: if this is something you are both comfortable with, approach your production and get it approved. Figure out if this is something you would want to do for a long stretch (the run of a show), an episode, or perhaps just a day or two for them to pop by (whatever works for you)

- Ask to have Mentee's name on the call sheet. Make them feel welcome
- Ask if there's room in the budget for a small honorarium
- Introduce them to people on set who can help them and possibly teach them on set as well (i.e. gaffer and key grip)
- Determine a time that's best for questions (whether it's throughout the day or at

given times)

- Find them productive tasks. For example have them make lighting diagrams for you
- Take them on a tech scout
- Allow them to weigh in on what they're seeing
- Have them shoot an insert shot if you feel comfortable

Pre-Production or Prep: this may be a lower pressure situation if on-set visits are not ideal or appropriate.

- Invite them to a meeting with a director or department head (if consent is granted by all involved)
- Debrief about a meeting and some of the takeaways (if attending the meeting is not appropriate)
- Invite them to camera prep where you may have more time for technical questions and get your camera teams on board to help as well
- Share notes or diagrams or personal methods you use (or shots lists, visual pitch, etc.)
- Invite them on a tech survey
- Find ways to learn from their perspective and get feedback from them

Reverse shadowing: this is another valuable way for the mentee to get advice from you in a more practical setting

- Visit the set of a shoot your mentee is working on so you can help them level up from where they are working
- Bring some of your gear to help them out
- Ask them to talk about their process and methods
- Debrief with them afterward about their decisions

Off-set exchanges: this is also a good way to exchange ideas

- Critique a piece of their work, and talk about challenges they had, how they could improve, and what you think is great
- Propose challenges for your mentee - critique a piece of work (film, painting, photograph, etc.), suggest an article or film that may be helpful for what they're looking to do
- Break down a piece of your own work for them. If they really love a project of yours, look at it together and share how you achieved things
- Have a discussion about the work
- Watch a film together (or separately but both watch) and then have a discussion about the work
- Share some documents you've brought with you to an interview
- Tour a rental house with them to introduce them to industry gear (camera or lighting departments)
- Invite them to sit in on a colour grade session
- Offer them a line of communication in the future for any questions or advice
- Show interest in their work and ask for updates on any work they do
- Write letters of recommendation for guilds, unions, etc.