



FREQUENTLY ASKED QUESTIONS (FAQ)

Q. What is LEAP?

A. LEAP stands for Leadership Exploration with Authenticity and Purpose. In twelve meetings over six months, you'll explore resources for your professional life and beyond—through presentations on topics to creative problem solving to interpersonal relationships. You'll make connections with Mainstream and community leaders, create and develop goals, and collaborate with peers in the program, all while receiving support from a designated mentor.

Q. Who can participate in LEAP?

A. Any employee who has worked for Mainstream Living since at least March 1, 2025 can apply to be a participant. If you have a growth mindset and want to learn more about how to develop as a leader, LEAP is for you!

Q. I'm thinking about applying, but I don't know if it's right for me.

A. It's important to know that LEAP is focused on developing you as a person by providing you with information and practical resources for you to use inside and outside of Mainstream Living. This program will push you to develop and enhance leadership skills, problem solve with others toward accomplishing shared goals, and lead your own development with the support of a mentor. Only you can determine whether you're ready and open to learning more about yourself as a leader. Everyone has their own personal and professional journey, and this program is designed to support you if you're ready to take the "leap."

Q. I'm an introvert and don't know if I will be comfortable in this environment.

A. Many leaders are introverts - including people in leadership positions at Mainstream Living! LEAP will be limited to 10 participants and has been designed to be a supportive environment. There will be plenty of opportunities to get to know your peers so you feel comfortable. Plus, stepping a little outside your comfort zone is a great way to grow.

Q. How do I apply to be in LEAP?

A. LEAP applications will open March 2, 2026 and will be available on our website. A letter of support from your supervisor will be required as part of your application. Applications close at midnight March 29, 2026.

Q. If I am selected to be a part of LEAP, how much of my time is required?

A. LEAP will meet for a full orientation day in May, then twice a month on the first and third Wednesdays in June, July, August, and September. In October, the group will meet on the first and second Wednesdays. Graduation (which includes participant presentations) follows on the third Friday in October. Other than orientation, LEAP meetings will be limited to mornings. Some sessions include built-in group goal work time; you may need additional time outside of those to make progress on your goals. You will also meet separately with your mentor as frequently as needed and a minimum of once per month over the course of the program.

Q. What does a typical LEAP session look like?

A. We don't want to spoil all the surprises, but each of the ten sessions will look a little different. There will be seminars, panels, group discussions, guest speakers, networking opportunities, dedicated goal work time, and plenty of fun.

Q. If I participate in LEAP instead of working a normal shift, how will I be paid?

A. If you are an hourly employee, you will be compensated for time spent in LEAP sessions at your normal hourly rate.

Q. Who are the mentors?

A. Just like LEAP participants, mentors also apply to be in the program. Mentors are people in leadership positions within Mainstream Living. Each LEAP participant will be paired with a mentor who will provide support and one-on-one guidance throughout the program.

Q. What if I want to be a mentor?

A. Great! We are looking for a diverse group of mentors who are ready to support our LEAP participants while also using this as an opportunity for growth and development. Mentors must have been employed by at least April 1, 2024 and should hold a Team Leader or higher level position. Our 2024 mentors included representation from Maintenance, EMT, Risk Management, HCBS, Behavioral Health, Payroll, and HR. Mentor applications will open March 2, 2026.

Q. What do mentors need to do?

A. Each mentor will be provided a guidebook that will support you throughout the program. Mentors will be asked to attend at least two events during scheduled LEAP sessions and will meet with their mentees at least once per month.

Q. Will LEAP be offered again next year?

A. At this time, LEAP will be offered every other year. However, we are continually reassessing our development opportunities and LEAP or other programs may be offered on a more frequent basis.

Q. Who should I contact if I have questions about LEAP?

A. Any questions regarding the application process, mentorship, or other details can be directed to [Jess Lundquist](#) (via text at 515-318-0637).