Basking in the Sunshine of Successful Mentoring Relationships

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At the end of this workshop, we hope you can

1. Distinguish between coaching and mentoring
2. Understand how our work “styles” influence mentoring relationships
3. Detail characteristics of a “good” mentoring relationship
4. List a 5 step process to connect with and maintain successful mentoring relationships.
Discuss differences between coach & mentor
Differences

Coaching

- Faculty directed
- Focused on skills
- Addresses performance gaps
- Short term, as needed basis
- Measurable outcomes

Mentoring

- Learner centered
- Guides personal and professional growth
- Facilitates goal setting, action planning and implementation
- Listening, providing advice and suggestions
- Networking
- Role Model
- Long term
- Can include coaching
Recall a person in your life who you would consider to be a good mentor.
Ideal qualities of a mentor

• Possess enthusiasm, compassion and selflessness
• Career guide tailored to each mentee
• Support personal and professional balance
• Committed to regular, frequent and high quality meetings
• Seen as a role model for mentoring- influences policies and procedures and set standards.

Speed peer mentoring

• Break into groups of 3 (1 mentee and 2 mentors)
• Mentee will present a problem or challenge they are having (real or anticipated) to the mentors

• Timing
  • Mentee presents problem (1 minutes)
  • Mentor ask clarifying questions (1 minutes)
  • Mentee then turns back to mentors while they generate ideas, suggestions and advice. (2 minutes)
  • Mentee turns around and shares what was most valuable. (1 minute)

Adapted from WWAMI Institute for Simulation in Healthcare Troika activity
Mentoring relationships

- Respectful of time
- Keep commitments
- Mentee centered
- Work around the mentee’s schedule
- Support life/work balance
- Provide honest guidance and advice
- Encourage questions
- Include feedback
- Understand limitations of the relationship
Looking for a mentor?

Know yourself

Know who they are

Connect

Seal the deal

Keep your word