



(9) Professionalism Through Mentoring

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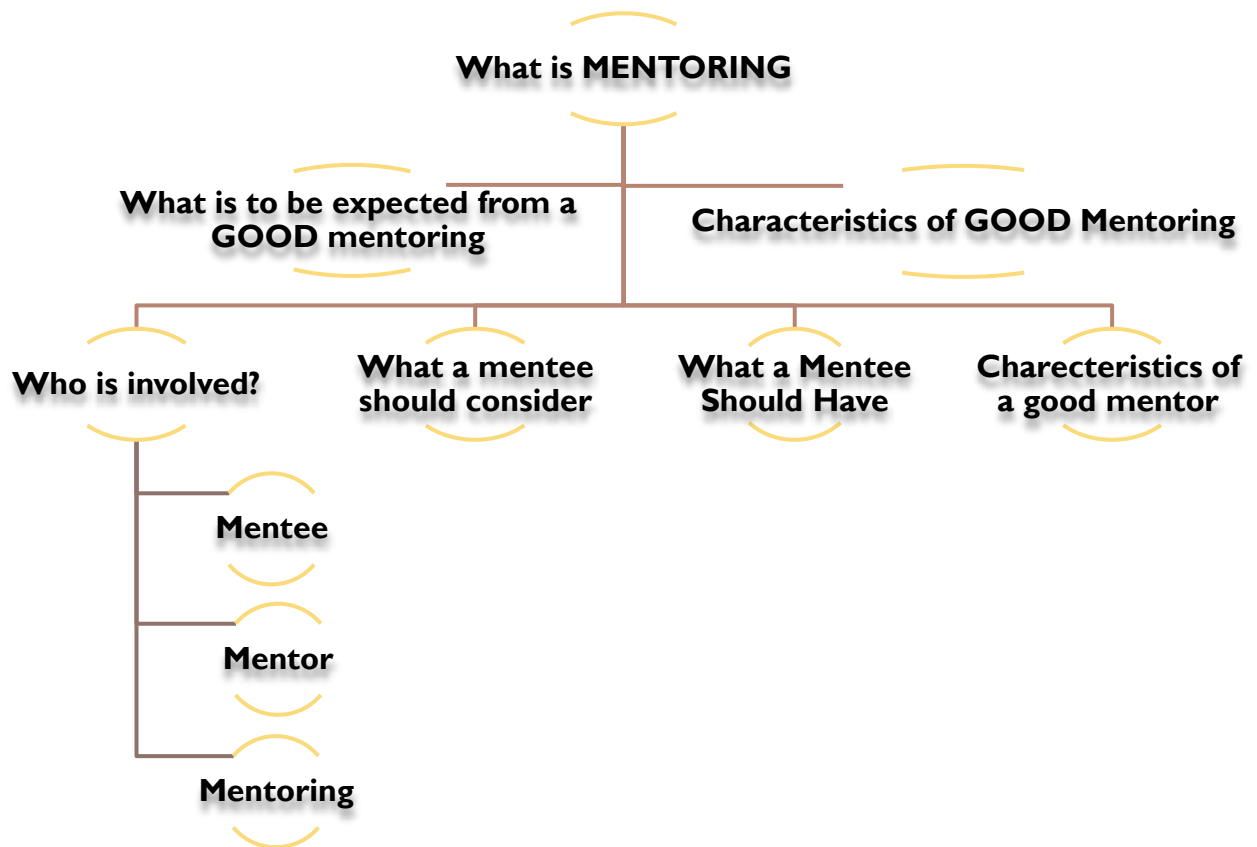
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Objectives and Mind Map

Objectives:

- The concept of Mentoring.
- The roles of Mentor and Mentee.
- What is to be expected from Mentoring?
- Professionalism through Mentoring.

Mind Map:



Strong and Positive self-image is the best possible preparation for Success.



Professionalism Through Mentoring

What is MENTORING:

- It is a professional **relationship** built within an organization that is intended to target and focuses the training of individuals.
- Mentoring is to support and encourage people to manage their own learning in order that they may maximize their **potential**, develop their **skills**, improve their **performance** and become the person they want to be
- It is a relationship that involves interaction between two people (mentor and mentee) normally working in a similar field or sharing similar experience.
- Significant benefits are associated with mentorship. Effective mentorship is crucial to career success in academic medicine.

GOOD Mentoring:

The nature of a mentoring relationship varies with the level of mentee and Mentor:

- Different human relationships.
- Different learning needs.
- Different styles of mentoring.

What is expected from a Good Mentoring?

- Mentoring flourishes behavioral, motivational and career outcomes.
- It is an effective way of helping people.

Characteristics of Good Mentoring:

- Establish an open communication system with reciprocal feedback.
- Set standards, goals, and expectations.
- Establish trust.
- Care for and enjoy each other.
- Allow mistakes.
- Participate willingly.
- Demonstrate flexibility.
- Consider constraints to mentoring.
- Learn from others.
- Work on common tasks.
- Be open and comfortable.

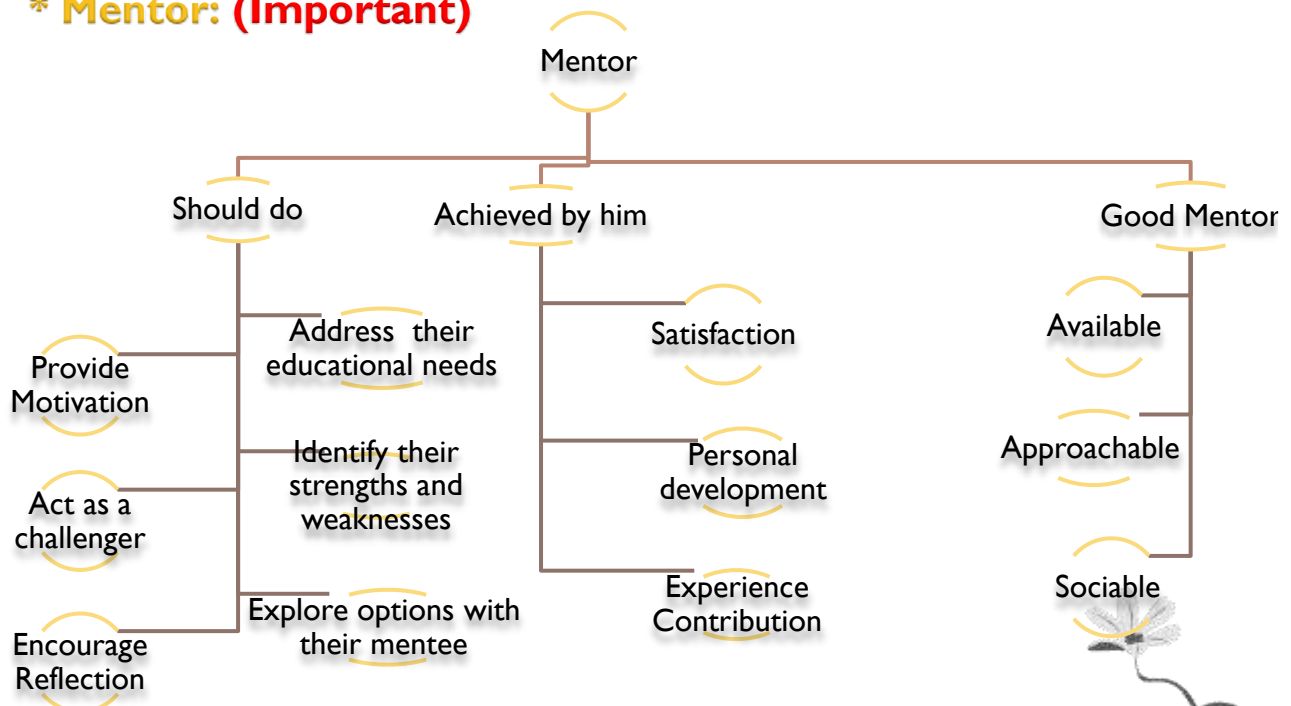


Who is involved?

- **Mentoring:** Relationship.
- **Mentor:**
 - There is no consistent definition of mentor; most emphasize teaching, professional and personal guidance, sponsorship, role modeling, and socialization.
 - Could be: Teacher, Advisor, Role Model, Friend, Sponsorship, Personal Guidance or Socialization.
- **Mentee:** (A person who is guided by a mentor).
 - **Protégé** (male), a **protégée** (female), Nowadays **MENTEE** (both male & female).
 - A Mentee should be strategic and tactical by thinking of the “3 W’s” What, Why (Strategic), and how (tactical).
 - Could be: Students, Learners or even a very senior faculty member (as in reverse mentoring).



* Mentor: (Important)



*Mentee: (Always remember 3 Vital Signs)

- What a Mentee Should Have?

1. Respect:

- Mutual respect is the starting and sustaining aspect of a successful mentoring relationship. Professional and personal appreciation of one another is core to enhancing learning.

2. Responsiveness:

- Your willingness to learn from your mentor and your mentor's willingness to respond to your learning needs are important for successful collaboration

3. Accountability:

- Once you and your mentor establish mutually held goals and expectations, keeping your agreements strengthens trust and helps maintain a positive relationship.

- What a mentee should consider:

Most importantly Students are obliged to recognize the multiple demands on a mentor's time.

Professional Excellence (ABIM foundation):

- Individual.
- Interpersonal.
- Societal.

Take Home Messages

- AS A MENTOR YOU SHOULD HAVE:
 - The desire to help – you should be willing to spend time helping someone else, and remain positive throughout.
 - The ability to challenge the mentee in a non-threatening way. Provide Feedback.
- AS A MENTEE YOU SHOULD HAVE:
 - **Motivation to continue developing and growing and Listen actively.**



Questions

Q1: The MENTOR can be:

- A- Learner
- B- Advisor
- C- All of the above

Q2: The MENTEE can be:

- A- Learner
- B- Advisor
- C- All of the above

Q3: What is common in a GOOD MENTOR:

- A- Available
- B- Funny
- C- Student

Q4: Female student can be:

- A- Protégé
- B- Protégée
- C- Mentor



Answers:

- 1- C (The mentor can be a learner too).
- 2- C
- 3- A
- 4- B

