



# Professionalism through Mentoring

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## **Objectives**

- ۱. The concept of Mentoring.
- ||. The roles of Mentor and Mentee.
- **III**。 What is to be expected from Mentoring?
- Professionalism through Mentoring. IV.

# 1. The concept of Mentoring.

Definition of mentoring	<ul> <li>It is a professional RELATIONSHIP built within an organization (university, company) that is intended to target and focus the TRAINING of individuals</li> <li>Mentoring is to support and encourage people to manage their own learning in order that;         <ul> <li>They may maximize their potential.</li> <li>Develop their skills.</li> <li>Improve their performance and become the person they want to be. Eric Parsloe</li> </ul> </li> </ul>
Mentoring involves	<ol> <li>Interaction between two people Picture 12-1         <ul> <li>Mentor (Teacher, Adviser, Role model and friend)</li> <li>Mentee (student, learner)</li> </ul> </li> <li>Normally working in a similar field or sharing similar experiences</li> <li>Significant benefits are associated with mentorship</li> <li>Effective mentorship is crucial to career success in academic medicine</li> </ol>
Benefits of mentoring	<ul> <li>A career development tool.</li> <li>Develop your skills and help others learn, grow, and improve their skills.</li> <li>Not all teachers are mentors</li> </ul>
Variation of mentoring based on:	<ol> <li>Different human relationships.</li> <li>Different learning needs.</li> <li>Different styles of mentoring.</li> </ol>



- II. The roles of Mentor and Mentee.
- III. What is to be expected from Mentoring?

# MENTOR Relationship Mentee

Picture 12-1 who is involved in mentoring

#### Characteristics of a good mentor

#### What a mentor should do and have?

**Rrovide motivation** 

weakness. (feedback)

HAVE:

Adress their educational needs
 Identify streangth and

(Motivate, lead by example, mentor, teamwork, inspire, coatch & vision)

achieved by a Mentor - Explore options with their

- Act as a challenger - Encourage reflection
- 1. Satisfaction
- 2. Personal development
- 3. Experience Contribution

- 1. AVAILABLE
  - 2. APPROACHABLE
  - 3. SOCIABLE

teaching, professional and personal guidance, sponsorship, role modeling and socialization into a profession

#### What a mentee should have

#### 1. RESPECT: الاحترام

Mutual respect is the starting and sustaining aspect of a successful mentoring relationship.

#### 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: السائله

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



Picture 12-1 who is involved in mentoring

What a *MENTEE* should consider?

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



#### IV. Professionalism through Mentoring.

#### **Professional Excellence (ABIM foundation)**

**INDIVIDUAL** 

INTERPERSONAL

**SOCIETAL** 

The characters you should have for effective mentoring

#### What is to be expected from GOOD mentoring?

- → Mentoring flourishes behavioral, motivational and career outcomes
- → It is an effective way of helping people to progress in their careers.

#### CHARACTERISTICS OF GOOD MENTORING

1-Establish an open communication system with reciprocal feedback
2- Set standards, goals, and expectations
3- Establish trust
4- Care for and enjoy each other
5- Demonstrate flexibility إبداء المرونة والمساورة المساورة المساور

11- Be open and comfortable



# **Summary & Questions**

# SUMMARY

#### AS A MENTOR YOU SHOUD 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

- 1. A professor was telling his female students that they shouldn't complete their studying and they should stay home all the time. What this professor lack for mentoring skills
  - a. Training
  - b. Support
  - c. Encouragement
  - d. b&c

- 2. A microbiology doctor helped one of his students who has a problem memorizing his mycology subject to find a plan by dividing the subject to him according to the student-studying plan and encouraged him to study. What does this doctor have as good mentor skills?
  - a. The ability to explore options with his mentee.
  - b. Act as a challenger.
  - c. Provide motivation.
  - d. All of the above

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