



Professionalism through Mentoring

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Slides

Important

Explanation

Objectives

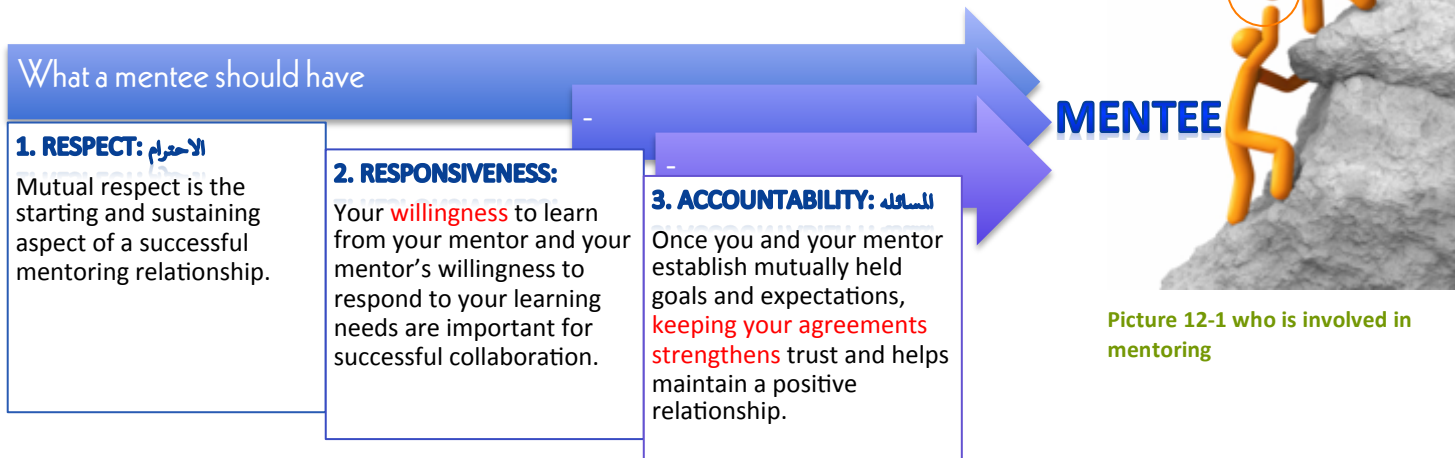
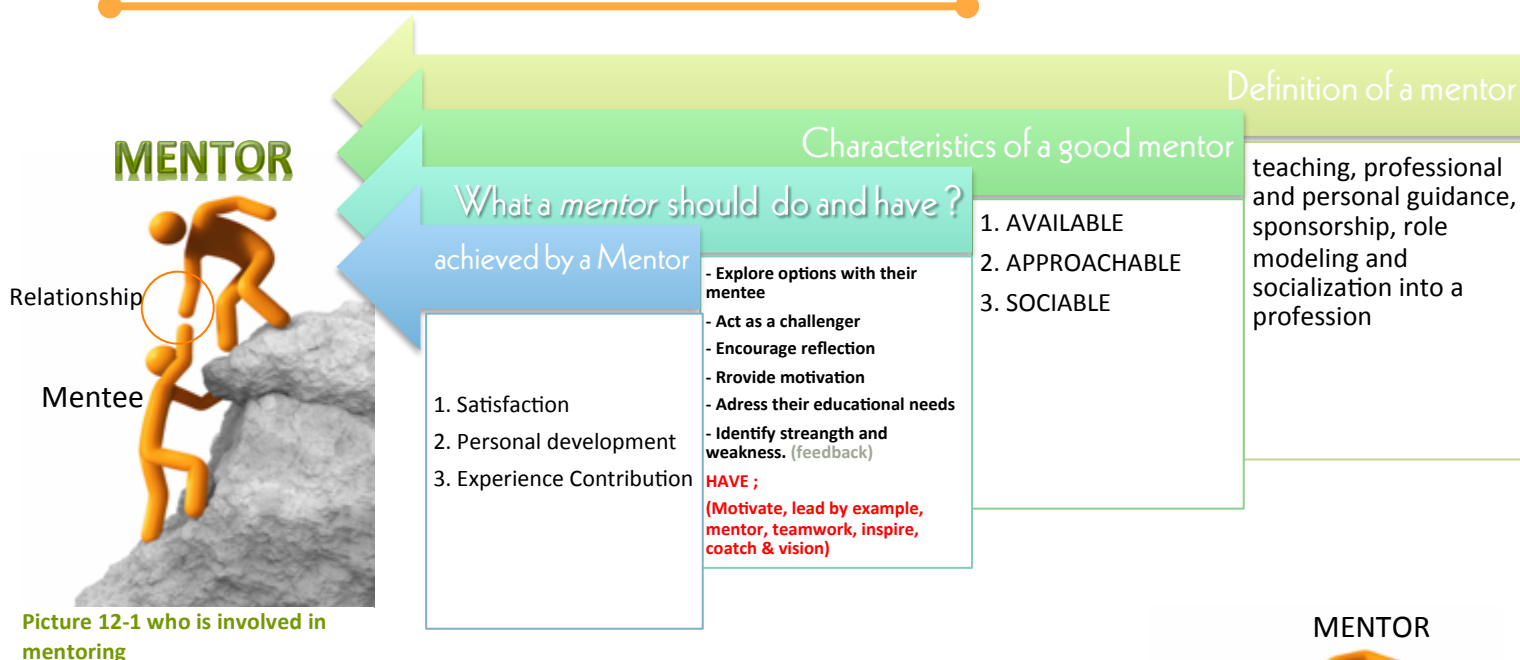
- I. The concept of Mentoring.
- II. The roles of Mentor and Mentee.
- III. What is to be expected from Mentoring?
- IV. Professionalism through Mentoring.

I. The concept of Mentoring.

Definition of mentoring	<ul style="list-style-type: none"> • It is a professional RELATIONSHIP built within an organization (university, company) that is intended to target and focus the TRAINING of individuals • Mentoring is to support and encourage people to manage their own learning in order that; <ul style="list-style-type: none"> - They may maximize their potential. - Develop their skills. - Improve their performance and become the person they want to be. <p>Eric Parsloe</p>
Mentoring involves	<ol style="list-style-type: none"> 1. Interaction between two people <small>Picture 12-1</small> <ul style="list-style-type: none"> • Mentor (Teacher, Adviser, Role model and friend) • Mentee (student, learner) 2. Normally working in a similar field or sharing similar experiences 3. Significant benefits are associated with mentorship 4. Effective mentorship is crucial to career success in academic medicine
Benefits of mentoring	<ul style="list-style-type: none"> • A career development tool. • Develop your skills and help others learn, grow, and improve their skills. • Not all teachers are mentors
Variation of mentoring based on:	<ol style="list-style-type: none"> 1. Different human relationships. 2. Different learning needs. 3. Different styles of mentoring.

II. The roles of Mentor and Mentee.

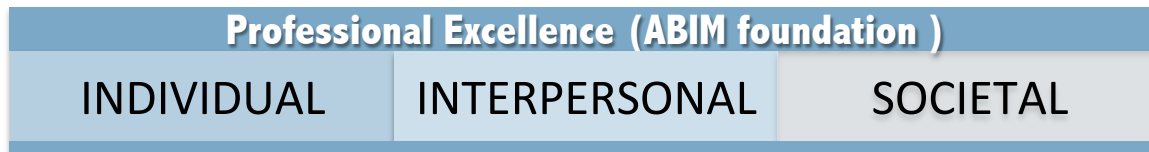
III. What is to be expected from Mentoring?



What a **MENTEE** should consider?

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

IV. Professionalism through Mentoring.



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
- 6- Learn from others
- 7- Work on common tasks
- 8- Consider constraints to mentoring القيود
- 9- Allow mistakes
- 10- Participate willingly المشاركه عن طيب خاطر
- 11- Be open and comfortable

Summary & Questions

SUMMARY

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

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
- Training
 - Support
 - Encouragement
 - 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?
- The ability to explore options with his mentee.
 - Act as a challenger.
 - Provide motivation.
 - All of the above

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