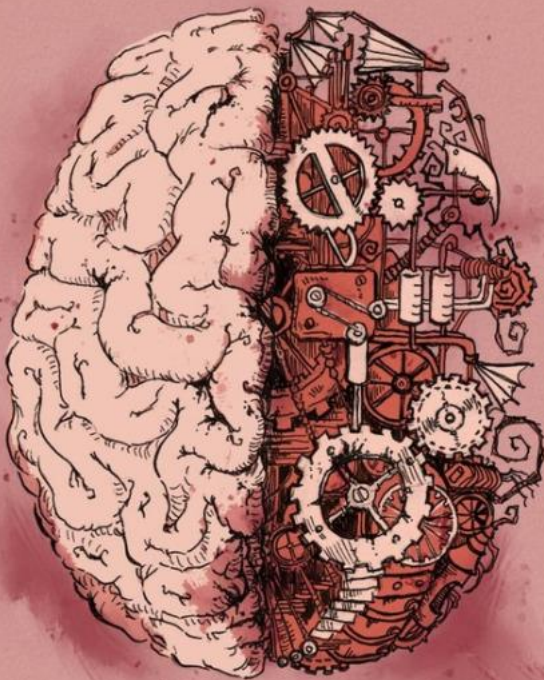




Professionalism

professionalism through mentoring

(12)



Objectives:

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

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Correction File

This work covers:
slides + 433/432 teams

<p>what is mentoring</p>	<ul style="list-style-type: none"> - It is a relationship that involves interaction between two people (mentor and mentee) normally working in a similar field or sharing similar experiences . - “It is a professional <u>relationship</u> built within an organization that is intended to target and focus the <u>training</u> of individuals” - Significant benefits are associated with mentorship. Effective mentorship is crucial to career success in academic medicine - Mentoring is to support and encourage people to manage their own learning in order that they may maximise their potential, develop their skills, improve their performance and become the person they want to be.”
<p>mentoring involves</p>	<ol style="list-style-type: none"> 1. Interaction between two people <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
<p>benefits of mentoring</p>	<ul style="list-style-type: none"> - A career development tool. - Develop your skills and help others learn, grow, and improve their skills.
<p>Variation of mentoring based on:</p>	<ol style="list-style-type: none"> 1. Different human relationships. 2. Different learning needs. 3. Different styles of mentoring.

What is to be expected from a MENTOR ?

Teaching
Professional & personal
Guidance
Role modeling
Socialization

Characteristics of a good mentor

Available
Approachable
Sociable

What a MENTOR should do ?

Address their **educational needs**
Act as a challenger
Identify their **strengths** and **weaknesses**
Explore options with their mentee
Provide Motivation
Encourage Reflection

What is achieved by a Mentor?

Personal development
Experience Contribution
Satisfaction

What a MENTEE should consider?

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

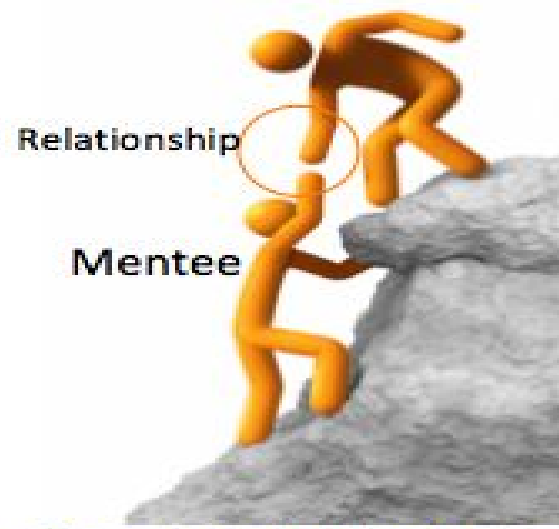
1. RESPECT: Mutual respect is the **starting** and **sustaining** aspect of a successful mentoring relationship.

What a MENTEE should have?

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

MENTOR



Professional Excellence (ABIM foundation)

INDIVIDUAL

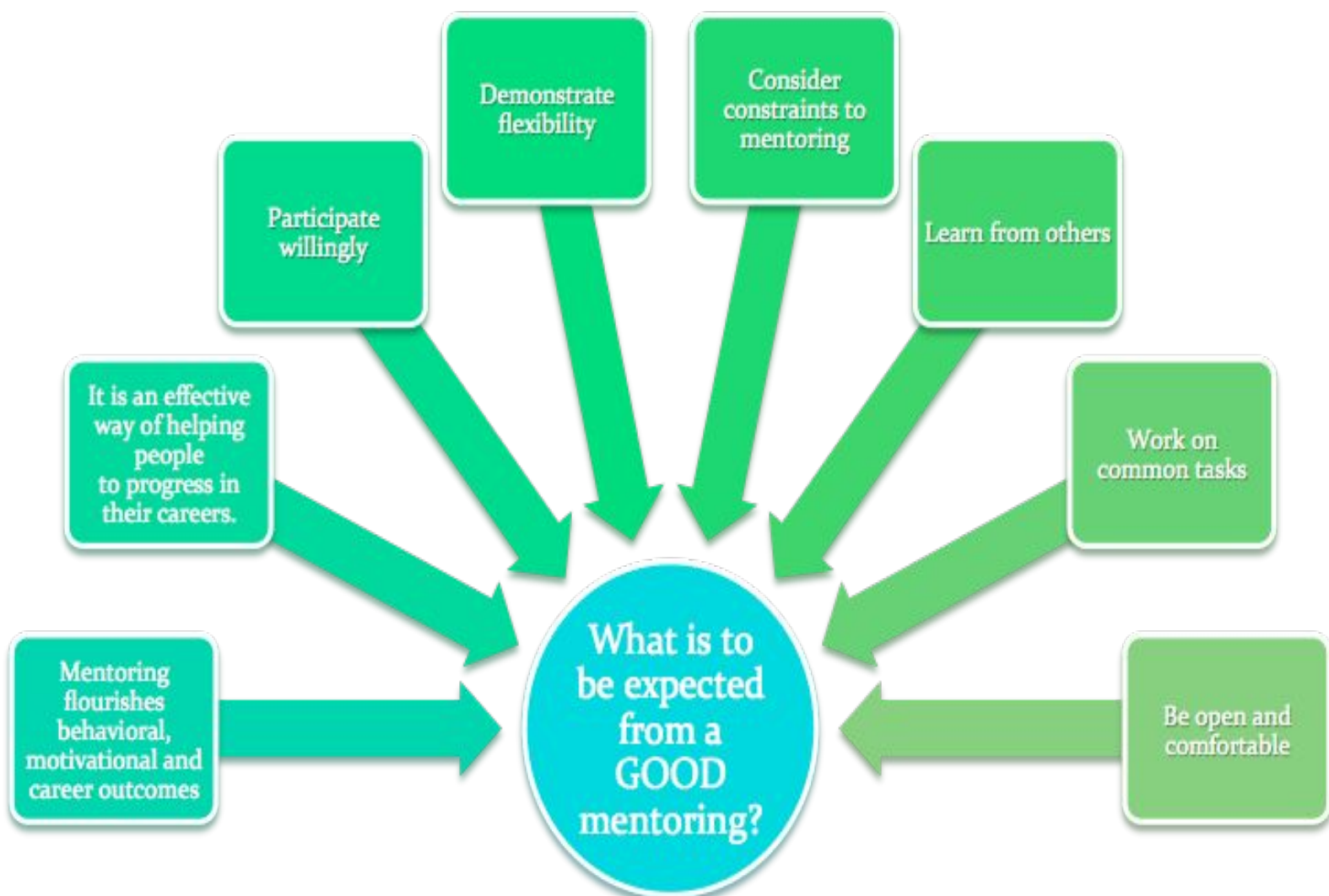
INTERPERSONAL

SOCIETAL

The characters you should have for effective mentoring

Characteristics of GOOD mentoring

- Establish an open communication system with mutual feedback
- Set standards, goals, and expectations
- Establish trust
- Care for and enjoy each other
- Allow mistakes



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**

Quiz..

1. Briefly define “Mentoring”?
2. write 4 characteristics of a good mentoring relationship?
3. according to you what role of a mentor is most important and why?