

Professionalism through Mentoring

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Objectives

Students should be able to understand and describe;

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

What is MENTORING ?

“It is a professional relationship built within an organization that is intended to target and focus the training of individuals”

What is MENTORING ?

Cont:

*"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."*

Eric Parsloe,

The Oxford School of Coaching & Mentoring

What is MENTORING ?

Cont:

It is a relationship that involves interaction between two people (mentor and mentee) normally working in a similar field or sharing similar experiences .[1]

Significant benefits are associated with mentorship. Effective mentorship is crucial to career success in academic medicine[2,3]

MENTORING

A CAREER DEVELOPMENT TOOL

- Do you want to build a career ?
- Do you want to develop your skills and help others learn, grow, and improve their skills?
- Or would you like to have someone help you do these things



An Exercise

Please write a one
sentence definition of
MENTORING



Good mentoring

One size doesn't fit all

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

Different human relationships



Different learning needs



Different styles of mentoring

Who is involved?

MENTOR

TEACHER

ADVISOR

ROLEMODEL

FRIEND

MENTORING

RELATIONSHIP

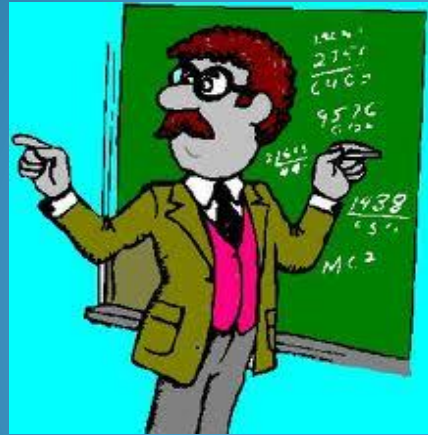
MENTEE

STUDENT

LEARNER

Who is a MENTOR?

Teacher



Advisor



Role model



Friend



Who is a MENTOR ? Cont:



Who is a MENTOR ?

Cont:

Although
there is no consistent definition of
mentor, most emphasize
*teaching, professional and personal
guidance,*
*sponsorship, role modeling, and
socialization*
into a profession

Good mentoring

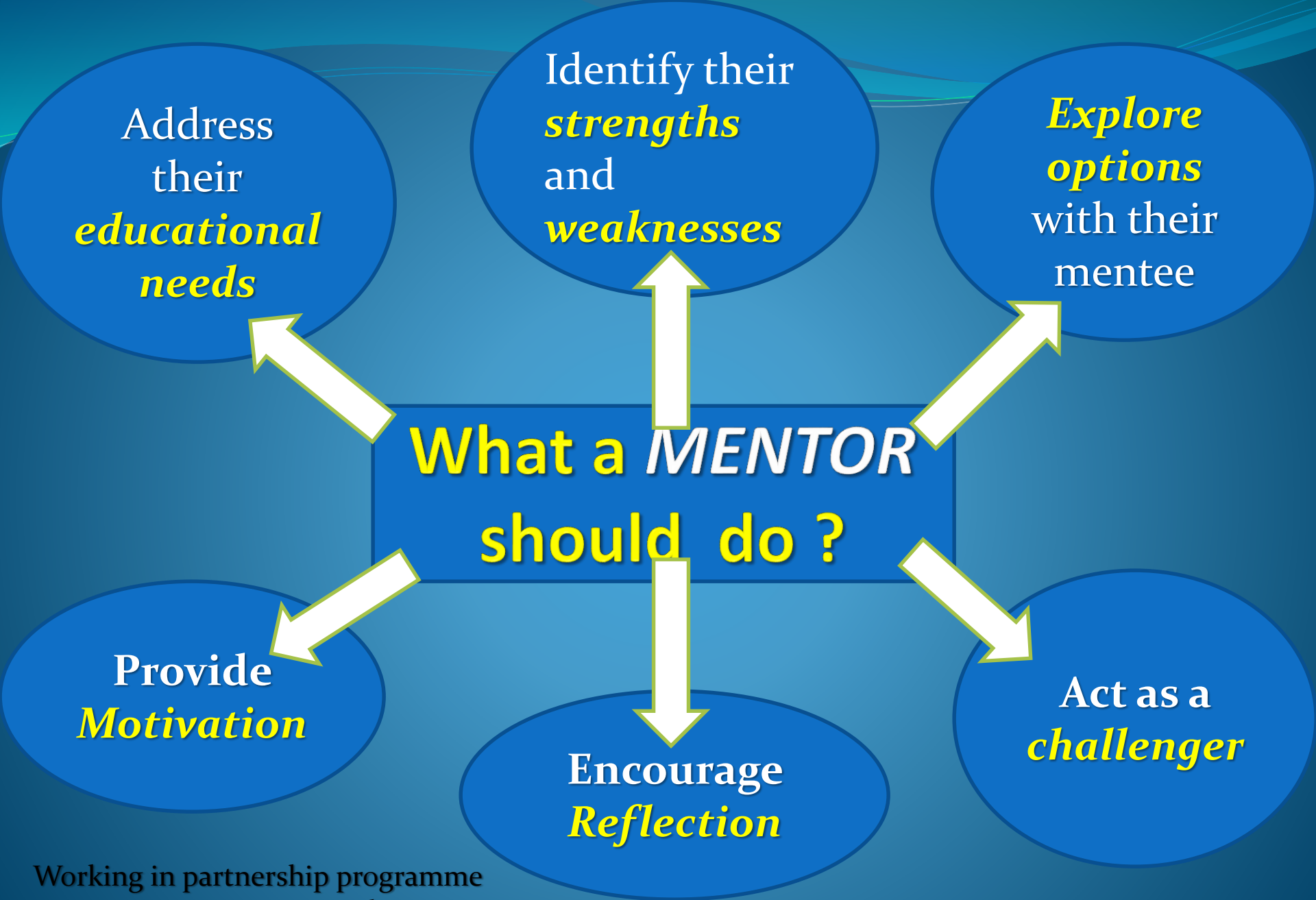
WHAT IS COMMON FOR GOOD MENTORS

A good mentor is

AVAILABLE

APPROACHABLE

SOCIABLE



Working in partnership programme
creating capacity in general practice
NHS

What is achieved by a Mentor?

Satisfaction

Personal development

Experience Contribution



who is MENTEE/PROTÉGÉ

Protégé (male), a protégée (female)

Now a days MENTEE(both male & female)

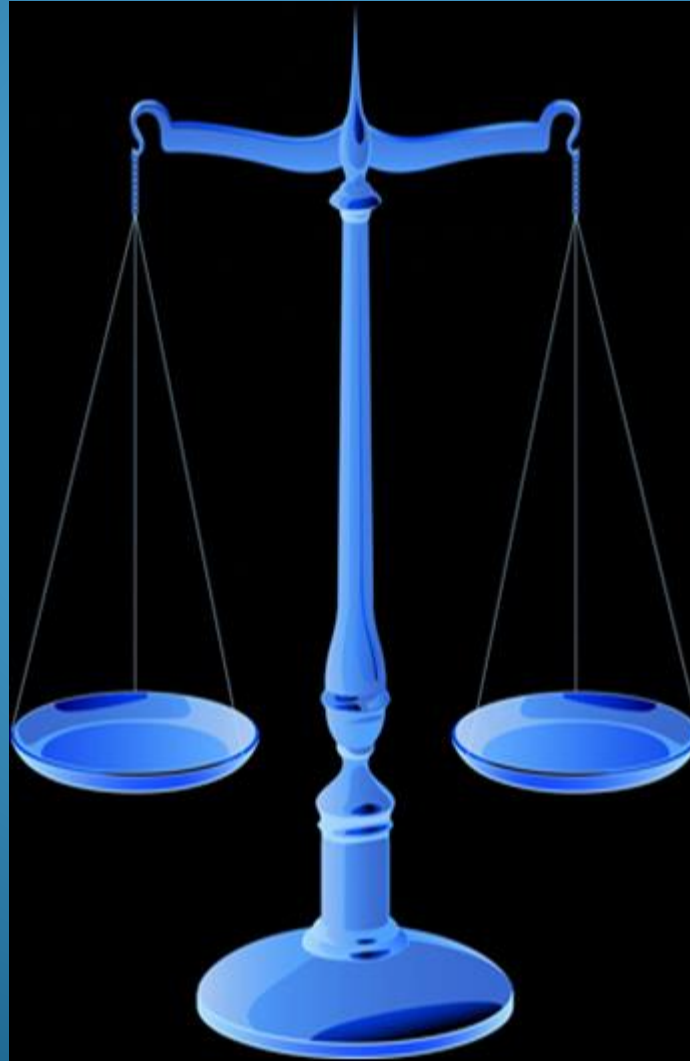


What a *MENTEE* should be?

Strategic

“WHAT

WHY”



Tactical

“HOW”

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.

3 Vital signs by “Triple Creek Associates”

What a *MENTEE* should have?

Cont:

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.

What a *MENTEE* should have?

Cont:

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?

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

MOST IMPORTANTLY

Professionalism Through Mentoring

Professional Excellence

INDIVIDUAL

INTERPERSONAL

SOCIETAL

ABIM foundation

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. Allow mistakes
- (Allen & Poteet, 1999).

What is to be expected from a GOOD mentoring? Cont:

6. Participate willingly
7. Demonstrate flexibility
8. Consider constraints to mentoring
9. Learn from others
10. Work on common tasks
11. Be open and comfortable

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.

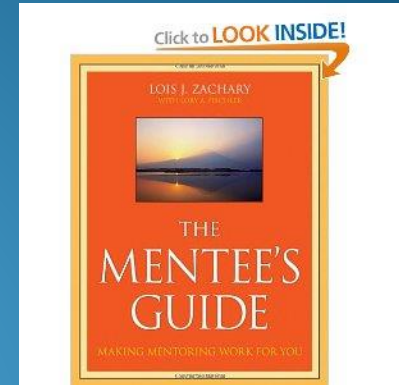
The ability to challenge the mentee in a non-threatening way. **Provide Feedback.**

AS A **MENTEE** YOU SHOULD HAVE

Motivation to continue developing and growing and **Listen actively**

FOR YOUR READING

The Mentee's Guide:
Making Mentoring Work for You
[Lois J. Zachary](#)



<http://www.lumhs.edu.pk/jlumhs/VologNoo3/pdfs/v9n3rao1.pdf>

[Dr. Kamran Sattar](#)

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❖ Triple Creek Associates, Inc. (2007) Mentoring guide for mentees, second edition. Retrieved December 27, 2009, from <http://www.3creek.com/resources/booklets/MenteeGuide.pdf>

❖ Allen, T. D., & Poteet, M. L. (1999). Developing effective mentoring relationships: Strategies from the mentor's viewpoint. The Career Development Quarterly, 48, 59-73.

❖ Judi Clements YouTube good coach vs. bad coach

THANK YOU VERY MUCH

