

# PROFESSIONALISM

## Lecture 9: Professionalism Through Mentoring

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Please note that this file contains summaries and important notes only, your original source for studying is the full lectures file made by team 434, which will be revised by team 435 after each lecture. Link: [Lectures file \(revised\)](#).

### Summary:

#### ❖ The concept of Mentoring.

- “It is a professional **relationship** built within an organization that is intended to target and focus the **training** of individuals”
- Effective mentorship is crucial to career success in academic medicine.

#### ❖ The roles of Mentor and Mentee.

	Mento	Mentee
<b>Who?</b>	<ul style="list-style-type: none"> <li>• Teacher</li> <li>• Advisor</li> </ul>	<ul style="list-style-type: none"> <li>• Rolemodel</li> <li>• Friend</li> </ul>
<b>should be...</b>	<ul style="list-style-type: none"> <li>• Available</li> <li>• Approachable</li> </ul>	<ul style="list-style-type: none"> <li>• Student * <b>Protégé</b> (male), a <b>protégée</b> (female), Nowadays <b>MENTEE</b> (both)</li> <li>• Strategic “WHAT &amp; WHY”</li> <li>• Tactical “HOW”</li> </ul>

	Mentor	Mentee
Should do/have...	<ul style="list-style-type: none"> <li>• Address their educational needs.</li> <li>• Identify their strengths and weaknesses.</li> <li>• Explore options with their mentee.</li> <li>• Provide Motivation.</li> <li>• Encourage Reflection &amp; <b>Provide Feedback.</b></li> <li>• Act as a challenger: <b>The ability to challenge</b> the mentee in a non-threatening way.</li> <li>• <b>Have the desire</b> to help: should be willing to spend time helping someone else, and remain positive throughout.</li> </ul> <p><b>What is achieved by a Mentor?</b></p> <ul style="list-style-type: none"> <li>• ↑ Satisfaction</li> <li>• ↑ Personal development</li> <li>• ↑ Experience Contribution</li> </ul>	<ol style="list-style-type: none"> <li><b>1. Respect:</b> 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.</li> <li><b>2. Responsiveness:</b> Your willingness to learn from your mentor and your mentor's willingness to respond to your learning needs are important for successful collaboration.</li> <li><b>3. Accountability:</b> Once you and your mentor establish mutually held goals and expectations, keeping your agreements strengthens trust and helps maintain a positive relationship.</li> <li><b>4. Motivation</b> to continue developing and growing and <b>listen actively</b></li> </ol> <ul style="list-style-type: none"> <li>• <b>Most importantly, consider:</b> Students are obliged to recognize the multiple demands on a mentor's time.</li> </ul>

❖ **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.

❖ **Professionalism through Mentoring.**

Professional Excellence: individual, interpersonal, and societal.

**The nature of a mentoring relationship varies with the level of students and Mentor “One size doesn’t fit all”:**

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

❖ **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
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