

## Transitioning from Mentee to Mentor in Private Practice: Adapting to A New Reality

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### My Personal History

I worked in a community hospital Radiation Therapy center straight out of my degree program. In January, 2007, after 9 months in Therapy, an opportunity came to transition to Diagnostic Consulting. At the time, I was the third physicist in our group. From the beginning, I was fortunate to have strong mentors who helped guide me within the field.

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### My Personal History

My first few years in Private Practice required mentorship for my successful advancement through the ABR process and my development in the field. Our company has since doubled in size from three board certified physicists to six. This growth necessitated my transition from mentee to mentor.

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### How to Successfully Transition from Mentee to Mentor

- Be Intentional and Follow Through
- Don't Repeat the Mistakes of Your Mentor
- Understand Your Own Strengths and Weaknesses

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### Intentionality

Define what success looks like for your mentee?

- Independence
- Profitability
- Advancement through Board Exams
- Knowledge and Expertise

Make a plan that is unique to that mentee as to how you will achieve success.

"Strategy without execution is hallucination." – Mike Roach

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### Intentionality

Set regular intervals to evaluate your success or failure towards your goal. This does not have to be discussed with your mentee.

Be willing to change course if things are not on track.

"One of the greatest values of mentors is the ability to see ahead what others cannot see and to help them navigate a course to their destination."  
– John C. Maxwell

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Don't Repeat the Mistakes of Your Mentor

We have all had positive and negative experiences in mentor relationships. Have the wisdom not to subject your mentee to the negative experiences of your own mentorship.

"My mentor said, 'Let's go do it,' not 'You go do it.' How powerful when someone says, 'Let's!'"  
— Jim Rohn

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Don't Repeat the Mistakes of Your Mentor

Self awareness to see what experiences, in the moment, felt negative, but in the long run helped you grow is important in becoming a good mentor.

"In a battery, I strive to maximize electrical potential. When mentoring, I strive to maximize human potential."  
— Donald Sadoway

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Don't Repeat the Mistakes of Your Mentor

Being willing to self sacrifice for the benefit of your mentee builds trust and loyalty.

- I won't ask my mentee to do a task that I am not willing to do myself.
- Dumping the worst duties/accounts on to your mentee will erode trust.

"A mentor is someone who sees more talent and ability within you, than you see in yourself, and helps bring it out of you."  
— Bob Proctor

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### Understand Your Own Strengths and Weaknesses

By having self-awareness of your own strengths and weaknesses, you can tailor your mentorship style to suit your strengths.

- **Letting Go**
- **Active Listening**
- **Pace- setting**
- **Cooperative**
- **Advisory**
- **Prescribing**

"Tell me and I forget, teach me and I may remember, involve me and I learn."  
 – Benjamin Franklin

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### Understand Your Own Strengths and Weaknesses

#### Strengths

- Broad-Based Knowledge
- Efficient Practices
- Relationships with Clients
- Institutional Knowledge

#### Weaknesses

- I am not an EXPERT in anything.
- I don't like Confrontation.
- I am more likely to do a task myself than delegate.
- I am sometimes too much letting go.

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### Understand Your Own Strengths and Weaknesses

What Mentorship style suits your strengths?  
 What Mentorship style best suits your mentee?

### It's ok to change mentorship styles throughout the relationship.

"The greatest good you can do for another is not just to share your riches but to reveal to him his own."  
 - Benjamin Disraeli

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## We are all Mentors and Mentees

Successful mentors are open to learning from their mentees. Within a private practice environment, the newly hired or newly graduated physicist may have better ways of doing things or have knowledge that you don't. Being open to a collaborative mentoring process generates trust within the group.

"The delicate balance of mentoring someone is not creating them in your own image, but giving them the opportunity to create themselves."  
- *Steven Spielberg*

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Thank You!

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