Mentorship: Let's Look at Both Sides of the Equation
Objectives

• What is mentorship

• Types of mentorship

• Structure of the Mentorship relationship

• Keys to success
What is Mentoring?

• A professional relationship

• An experienced person assists another in developing specific skills and knowledge, and personal attributes

• Leads to professional and personal growth of the less experienced person

• The focus is usually on broad personal and career development
Coaching vs. mentoring

• Coaching goal is to produce a positive change in behaviour on a set schedule within a limited timeframe. The focus is usually on immediate development

• Mentors may use various coaching techniques over the course of the relationship
Purpose of Mentoring for Mentees

• Knowledge transfer

• Professional development and career growth

• Build strategic networks

• Learning and development within the professional community

• Enhance leadership competencies
Purpose of Mentoring for Mentors

• Generativity

• Giving back

• Personal growth

• Mentoring can provide the mentor with an opportunity to challenge personal bias

• By seeking out diverse mentees we will learn about views, attitudes and experiences that do not necessarily reflect our own
Common Topics for Discussion in a Mentoring Relationship

• Personal and professional skills development
• How to build personal recognition and a professional image
• Coping with new or difficult situations
• Career planning
• Balancing health, work and family
• Organizational issues and politics
• Occupational and professional responsibilities
• Leadership
• Strategic thinking
• Ethical decision making and conduct
Mentorship can be Formal and Informal

• Formal relationships can be sought out by the mentee for their personal and career development

• Formal relationships can also be imposed on us (e.g. as part of our working or academic environment) and we may not choose our mentor

• Informal mentorship can happen by:
  • Observing and learning from others from a distance
  • Participating in workshops, training sessions
  • Initiating conversations with leaders in our professional and personal community
  • Researching the lives of those we admire
  • Reading
My Informal Mentors
My Informal Mentors
Guiding Principles

• Trust and confidence are foundations of a professional relationship

• Confidentiality

• Both parties are learners
• Personal connection or ‘fit’ - a matching of what the mentee wants to learn with what the mentor has to offer

• Both parties are committed but also having the right to end the relationship at any time for any reason

• Mechanism for feedback and ongoing assessment of the relationship is critical

• Recommend a Mentoring Partnership agreement
Mentoring Partnership Agreement

• Learning goals

• A discussion of confidentiality

• Logistics (where, when and how often you will meet)

• How you will manage boundaries

• How to end the relationship
  • Set term with renewal option
  • Regular feedback/assessment mechanism is important
Underlying structure of a mentoring dialogue

1. Establish rapport
2. Gain clarity on the topic of conversation
3. Mentor clarifies and challenges thinking
4. Mentor draws from experience & mentee's story for insights
5. Explore options and determine next steps
Role of the Mentee in Creating a Sustainable Relationship

• Mentee is proactive

• Takes ownership

• Drives the relationship

• Commonly, the mentee takes the lead in setting the agenda, making contact, scheduling and planning for meetings

• Preparation for each session
Role of the Mentor in Creating a Sustainable Relationship

- Mentoring involves both a coaching and an educational role
- Requiring a generosity of time, empathy, a willingness to share knowledge and skills
- An enthusiasm for teaching and the success of others
- Preparation for each session
A Commitment to Reflection is Critical
Reflection and Self-Awareness

• Important for both Mentee and Mentor

• Helps each prepare for sessions

• Helps us see the learning from our various experiences

• Helps us understand our motivations, decisions and the effects of our actions

• Helps us give and receive feedback

• Leads to mindfulness which helps us see signs of hope and promise
Summary

• Mentorship relationships can be formal or informal
• Needs will vary over the course of your career
• Formal agreements are important
• A mentorship relationship provides a growth opportunity for both mentee and mentor and requires commitment
• Self-awareness, reflection open-ness to give and receive feedback are critical
Thank you!

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