
SHOW NOTES

10-Minute Topic: Being a Mentor

Randy Clinch, DO, MS

Why focus on this topic?

- Requests for tips on mentoring is generally among the top requested topics by faculty

What is one definition of mentoring?

- "A purposeful and personal relationship in which a more experienced person (mentor) provides guidance, feedback, and wisdom to facilitate the growth and development of a less experienced person (mentee)."
 - Mentoring Resource Center of Wake Forest University
 - <https://mentoring.opcd.wfu.edu/what-is-the-mentoring-resource-center/>
- This definition doesn't specify that the mentor has to be "older", rather just more experienced.
- The relationship is personal and purposeful
 - The mentor really gets to know the mentee over time and is a facilitator of the growth and development of the mentee.
 - The mentor is in a role to provide wisdom and walk alongside the mentee in their journey toward developing.
- A mentor should consider that the relationship with their mentee is
 - Intentional
 - Action-oriented
 - Conversation-based
 - Focused on goals and forward progress of the mentee
 - Mentee (and mentee's goals) drives the relationship
- What does a mentor do?
 - Build and support effective relationships
 - Provide objective guidance and feedback based on personal experience

"Gone are the days when a mentor's role was to create a 'mini me'."

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- Facilitate reflective thinking
- Take ownership for own personal growth and learning
- How should a mentor engage with a mentee?
 - Start with a checklist ([an example from UCSF](#))
 - Develop the relationship (first!)
 - Set some goals (second!)
 - Sign a mentoring agreement ([example templates from Washington University](#))
 - Check in on progress, share challenges, connect to opportunities, share experiences
 - Come to closure
- **Remember:** Effective mentoring relationships are built around intentional action towards defined goals.
- Since goal setting is an important part of mentoring, let's discuss a bit more about mentoring **goals...**
 - Help define expectations
 - Help define success
 - Provide a framework for the conversations and the work
 - Goals should be created by BOTH partners
- SMART goals ([example from University of California](#))
 - Specific
 - Measurable
 - Achievable
 - Realistic
 - Time-bound
- **Example:** Create a five-year career development plan that builds upon my strengths and opportunities for growth by May 2019. **NOT:** Get promoted
- **Example:** Build a network of at least 10 professionals who can support my five-year career goals by March 2019. **NOT:** Expand the contacts in my network.
- The Mentoring Conversation:
 - Ask questions to promote discovery of opportunities and roadblocks
 - Listen for both what is being said and what is not being said

- Provide words of support and encouragement
- Provide feedback based on wisdom and experience
- Push (gently) for next steps
- **Remember:** the goal is always to support the growth and development of the mentee