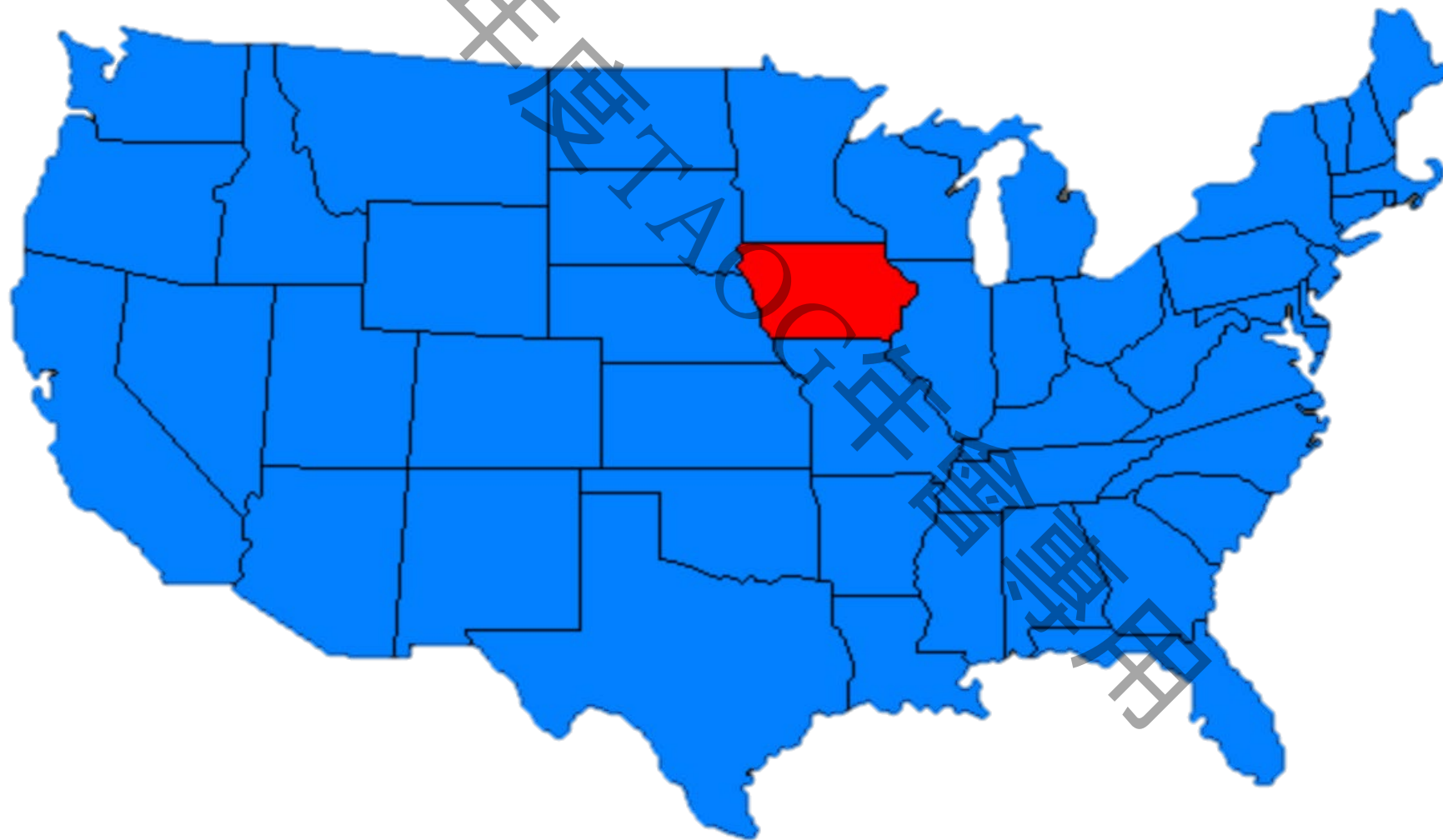


Mentoring Our Next Generation

Iowa



Washington D.C.



Definition of Mentoring

- An experienced and trusted advisor
- Someone who teaches or gives help and advice to a less experienced and often younger person
- Provides guidance and inspires
- Someone with whom you can let down your guard, share your insecurities, and ask the “stupid” questions we all have

Role Models vs Mentors

- Mentors and role models empower people to live a certain way and influence the important decisions they make in their lives. Although the two terms "role models" and "mentors" are used interchangeably, there are distinct differences and similarities.
- The express definition of a mentor is someone, usually known to the other person, with more experience and knowledge, who guides and teaches that person face to face.
- A role model, on the other hand, is usually someone that is not known to the person but whom they look up to and who influences the way they live and act.

Role Model vs Mentor

- Role model vs Mentor
- Public figure vs Professional
- No direct contact vs Direct contact
- Idealization vs No mystery
- Influence unknowingly vs Influence deliberately
- Chosen by a person vs can be found through a mentoring program
- Good and bad influence vs Only good influence
- Don't need to be trustworthy vs Relationship is built on trust

Role vs Mentor

- A mentor is someone who can show a good example and teach best practices.
- In contrast, a role model can offer both positive and negative examples, and it will be up to a person to understand the difference and learn only good.

Role Model vs Mentor

Differences	
Role Models	Mentors
Usually, a public figure or well-known person.	Usually, a professional person with wisdom that is more experienced than you.
Can be anyone – you don't need to know them personally and they don't need to know you.	Is someone you know personally and who knows you.
They unknowingly influence people's decision making.	Their goal is to influence the decision-making process on purpose.
They live, act, react and continue their lives setting a certain kind of example for whoever is looking.	They guide, teach, and share information knowingly to transform a single person or a small group of individuals.
Behaviour and success are looked up to.	Knowledge and experiences are shared.
Their influence can be good or bad for someone.	Their entire purpose is to better someone else.
You choose the role model you want to look up to.	A mentor is usually chosen for you in a professional space.
They don't need to be someone trustworthy or reliable, just someone you admire and look up to.	Trust and support are what the relationship is built on. They are respected more in a professional environment.

Mentoring

- “One should give back what they have received” – David Parnell, author
- “Mentoring has never been more important” – Pamela Ryckman, author

Mentoring

- If you have ever had a mentor – think about paying it forward
- Because we all have been influenced/guided by others – our collective experiences
- Mentoring provides the guidance to navigate the path- the ever increasingly complex path

Mentoring

Best Recommendations:

Mentees

Find a good one.

Mentors

Be a good one.

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The Beginning of Mentoring

- Mentor is a character from “The Odyssey” by Homer
- Pallas Athene takes Mentor’s form and fulfills the duty of advisor and guardian to Odysseus’ son Telemachus
- Not enough to be a mentor in name only
- The spirit and wisdom of Pallas Athene are what actually make mentoring so special

Why is Mentoring Essential?

- A proven method of learning
- Results in development of professional traits
- An ethical and moral example develops like traits in young professionals
- Helps decrease burnout
 - The number of physicians reporting at least one symptom of burnout reached 54.4% according to a Mayo Clinic study
 - In the last year in the US, 400 doctors committed suicide. This is the equivalent of losing 3 graduating medical school classes

The Importance of Mentoring

- Why is it important?
- We have:
- Increasing complexities of our profession
- Changing times with new generations and expectations
- Many more challenges and demands on our time
- Physician burnout

Types of Mentoring

Formal - assigned

Or

Informal – unassigned

- Relationship can be initiated by either the mentor or the mentee

Types of Mentoring

- Some studies suggest that informal mentoring is more effective than a formal relationship
- BUT the quality of the relationship is much more important than the way it is established

Mentoring in Academic Medicine

- Study done in Ob/Gyn Dept at Mass General Hospital, Boston, Mass
- “Outcomes of a Pilot Faculty Mentoring Program”
- Junior Faculty Members
- Goal – to identify particular positive and negative aspects of such a program

Mentoring in Academic Medicine

Results

Two recurring themes

Participants felt better supported by
the department

Appreciated a greater sense of
camaraderie

Mentoring in Academic Medicine

- Most mentees noted the program's success in the following areas:
- Having a role model - examples
- Having increased visibility – events/networks > connections
- Having someone to whom they could turn – help with difficult situations
- Conclusion – Their mentoring program had significant benefits for everyone who participated and helped ensure the success of new and young faculty members

How to be a Great Mentor

It is a big responsibility!

A GREAT MENTOR

- Must believe in your mentee both personally and professionally
- Sees the mentee as a person and not just an employee
- Unafraid to tell them the hard truths – must be honest with them
- Must put in the time and energy in the relationship

Essential to Mentoring

- Conversations must be completely confidential
- “What you see here, what you say here, stays here when you leave here.
- What happens in Vegas stays in Vegas
- Will not work if the mentor breaks the confidentiality

Benefits of Mentoring

- Mentor benefits also
- Incredible personal satisfaction from watching someone reach their full potential
- When that happens mentors gain in return
- Goes both ways
- My first mentee



When radiologists take a selfie

Mentoring Recommendations

Nine things to
know to be a
GREAT MENTOR...

Number One

Always play both roles – be a mentee as well as a mentor

Put yourself in the mentee role as you mentor

Number Two

Be committed – follow through and be there for them when needed.

Being a mentor is a commitment.
Follow through on your promise.

Mentors need to be there for their mentees when they are needed or it will not work.

Number Three

Know your mentee can be anyone,
anywhere – supplementing skill gaps
and helping each other.

Mentoring need not follow the
traditional

“elder – upstart” prescription.

Peer to peer mentors.

Number Four

Listen – take time to listen and understand the situation, spend more time listening than speaking.

Listen intently as the mentee vents and sorts out the confusion.

The power of listening is massive.

“You listen better with your ears than your mouth”

Number Five

Have your own mentor(s) and network – enlarge your circle to a wide variety of experts in all areas and age brackets.

If insular you will always return to the same small circle and you may be closed off from other opportunities.

To be the very best mentor you need to continue building your network and taking advise from those you trust.

Number Six

Be open minded and be compassionate – necessary to understand mentee needs, wants, and feelings that can only come in the form of deep and implicit empathy.

They will never see your side until they are convinced you have seen their side.

Put yourself in their shoes.

Number Seven

Have patience –can be a long-term and a trying endeavor. May require constructive criticism which can be difficult to hear and misinterpreted.

Cannot plicate the mentee.

My mentors helped me most when they were honest with me.

Number Eight

Be a role model – your actions are being evaluated. Set your bar higher than what you expect from your mentee. Lead by example.

Few things are more impactful than leading by example.

Number Nine

Care about the relationship – invest yourself and you will get much more out of experience.

If you do not care or cannot invest in the relationship, then find someone else because you can do more harm than good.

Same goes for the mentee.

“Mentoring is a brain to pick, an ear to listen and a push in the right direction.”

- John C. Crosby

JUST DO IT!

- Become a mentor.
- Watch what happens
- Not only to your mentee...
- ...but also to you!
- Magic happens when you go outside your comfort zone!!

Thank you!

