

Introduction to Mentoring

What is Mentoring?

Definition

Mentorship is “a process by which an experienced, highly regarded, empathic person (the mentor) guides another individual (the mentee) in the development and re-examination of their own ideas, learning and personal and professional development”.

-Royal College of Paediatrics and Child Health (UK)

Mentor Roles and Actions—The 5 “C”s

Mentor Role	What a Good Mentor Does
Career Development	<ul style="list-style-type: none">• Introduces the mentee to others—networking• Clarifies goals• Identifies and suggests opportunities• Encourages development of a focus• Facilitates decision making
Champion/Sponsor	<ul style="list-style-type: none">• Nominates for awards or organizational offices• Shares credit• Celebrates successes
Coach	<ul style="list-style-type: none">• Encourages and supports• Motivates• Role models• Promotes independence
Confidant	<ul style="list-style-type: none">• Listens• Maintains confidential discussions
Counselor	<ul style="list-style-type: none">• Advises• Encourages work-life balance

Potential Benefits of Mentoring

Mentee Benefits	Mentor Benefits
Personal Growth and Development	Personal Growth and Development as a Teacher-Mentor
Networking	Developing a Personal Network
Enhance Productivity	Enhance Productivity (Mentors who work with mentees on scholarly projects may enhance their own productivity)
Career Advancement and Promotion	Promotion (Mentoring counts toward criteria for promotion in most academic centers)
Career Satisfaction	Career Satisfaction

Adapted from Detsky AS, et al,² Ludwig S & Stein R³