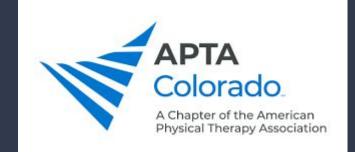
# Mentorship Program Module for Mentors

Prepared by the APTA Colorado Student SIG and Early Professional Leadership Committee



# Introduction to Mentorship

## What is mentorship?

Mentorship "centers on an emotional commitment, which focuses on the mentee's **personal and professional growth**."<sup>1</sup>

The goal of the mentorship program is to provide participants with the necessary tools and knowledge to help establish a successful mentor-mentee relationship.

# Introduction to Mentorship (continued)

## What is **NOT** mentorship?

Mentorship is not a mentor teaching you foundational coursework or skills that you received during your DPT or PTA education.

For example, performing a Dix Hallpike Maneuver is content that can be received in continuing education training or during DPT education and therefore is NOT an appropriate goal for mentorship.

## Roles and Responsibilities of Mentors<sup>3,5</sup>

## Mentor Roles and Responsibilities

- 1. Establish shared expectations
  - Be explicit about the expertise and guidance that you are willing to provide
  - Identify preferences
    - How you will communicate
    - Frequency and duration of meetings
- 2. Provide positive and constructive feedback
- 3. Create a safe and welcoming environment for the mentee

# Roles and Responsibilities of your Mentee<sup>3</sup>

## Mentee Roles and Responsibilities

- The mentee will take the initiative in reaching out to mentors
- The mentee will be responsible for organization
  - Identify goals and topics for each session
  - Manage the meeting schedule
  - Regularly review and assess progress towards goals
- The mentee will self-reflect to identify the types of guidance or expertise they are seeking

# Characteristics of a Successful Mentor-Mentee Relationship<sup>3</sup>

#### 1. Reciprocity

- a. Bilateral nature of mentoring
- b. Wanting to make relationship mutually rewarding

#### 2. Mutual Respect

- a. Respect for each other's time, effort, and qualifications
- 3. Clear expectations
  - Expectations of the relationship are clearly outlined at the initial meeting and revisited throughout the relationship
  - b. Both parties are held accountable to these expectations

#### Personal Connection

- a. Connection among the mentor and mentee
- b. Should have the "same chemistry"

#### Shared Values

 Mentor and mentee should have shared values around their approach to research, clinical work, and personal life

## Suggested Activities<sup>5</sup>

#### **Clinical Based Activities**

- Review journal articles
- Discuss application of evidence based practice into the clinic
- Discuss and create goals
- Discuss CEUs and certifications
- Discuss difficult to treat cases
- Discuss clinical techniques
- Discuss new techniques vs. clinical norms

#### Leadership Based Activities

- Review a mentee's resume
- Practice interview skills for prospective job and clinical opportunities
- Discuss and create goals
- Create a networking list (key leadership/individuals that the mentee should meet and foster a relationship)
- Plan conferences to attend
- Discuss how the mentor attained their current/previous roles
- Be able to bring issues with current mentee positions to discuss with mentor

## References

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