

What is expected of the mentor

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MEEI / MGH

Mentor - Definition

- Miriam – Webster

- **Men·tor**

Pronunciation: 'men-"tor, -t&r

Function: *noun*

Etymology: Latin, from Greek *MentOr*

1 capitalized : a friend of Odysseus entrusted with the education of Odysseus' son Telemachus

2 a : **a trusted counselor or guide** **b** : Tutor, coach

NIH

- Mentor – Characteristics
 - Approachable and Available
 - Respectful and Trusting
 - Understanding and Good Listener
 - Genuine Interest
 - Supportive, Encouraging
 - High Integrity and Honest
 - Open and Frank
 - Takes pride in the NIH and its work

NIH

- Roles and Responsibilities
 - Provide support in professional development
 - Shares organizational knowledge
 - Resource connection
 - Encourages networking
 - Role model, with high standards
 - Advise on balancing personal/professional life
 - Analyzes strengths and weaknesses

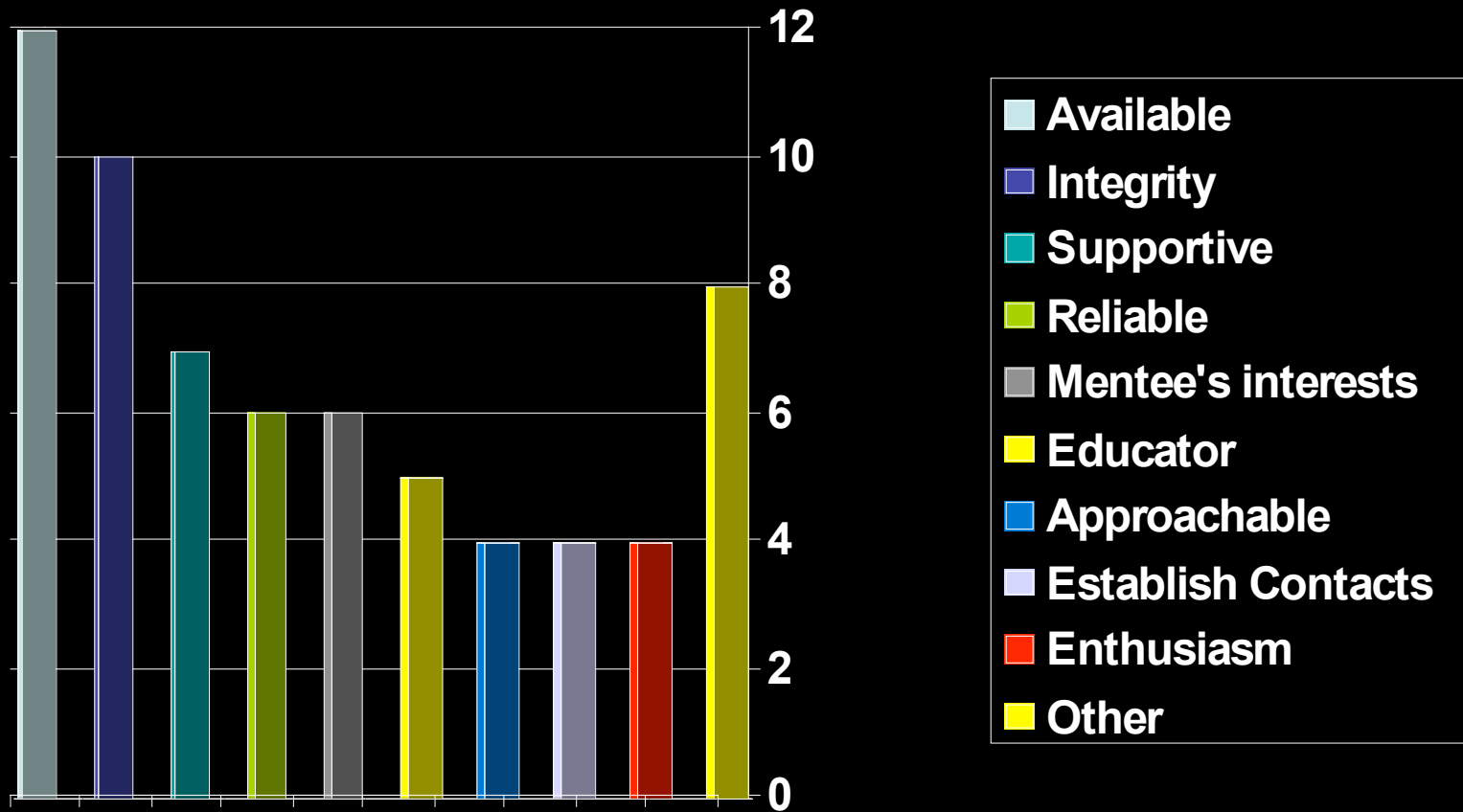
Resident Survey

- 26 Residents and Fellows
 - 18 actively in residency
 - 8 graduates or fellows
- 22 Responses
 - 2 On vacation
 - 1 Private practice, 1 in Fellowship
- Question: Email survey
 - Name the three most important characteristics of a successful mentor

Resident Survey

- 26 different responses
- Bundled into 10 groups by similarity
 - (honesty / integrity)
- **Other** group comprised of personal characteristics (1 - 2 votes each)
 - Experience, friendship, motivation, optimism, compassion, appreciation, respectful, committed to long-standing relationship

Resident Survey



Resident Survey

- Availability
- Integrity and Honesty
- Advocacy
 - Mentee's interests
 - Establish contacts
- Other - Personal Qualities
 - Experience, friendship, motivation, optimism, compassion, appreciation, respectful, committed to long-standing relationship

Mentorship

Advisor \neq Mentor

Mentee seek the “Beautiful Balance”

- Support, but Freedom to succeed
- Available & Involved, but not Overshadowing
- Attachment to mentor, sense of Independence
- Need for Criticism, but with Caring
- Professionalism, but with Friendship
- Someone they can be just like, but Different

What is expected of the mentor ?

P

Proactive advocacy

A

Availability / Approachability

C

Consistency

E

Earnest Interest