The Value of Mentoring for Early Career Faculty: Making Mentoring Work for You

Presented By:

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Learning Objectives

• After the presentation, participants will be able to:
  • Define Mentoring
  • Describe successful mentoring relationships and its benefits
  • Explain the process of mentoring using the four–stage mentoring cycle
  • Discuss different types of mentoring experiences.
  • Reflect on their personal and professional journeys
"I'd like to mentor you. We can start by you getting me some coffee."
• Because YOU Mentored Me
Let’s Discuss

Write a ONE sentence definition of MENTORING/MENTORSHIP.
Mentoring is widely recognized as an extremely beneficial career development tool.

Studies have shown having a mentor is a top factor affecting an employee’s success, career satisfaction, and whether they stay with the organization.
What is Mentoring

• Origin of Mentor

• Mentoring is a collaborative partnership (relationship) between the mentor (who possesses greater skills, knowledge, and experience) and protégé or mentee (who is looking to increase skills, knowledge, and experience)

• A mentor acts as a guide who helps us define and understand our own goals and pursue them successfully.
Good mentoring depends on effective learning. 

New Model

Good mentoring depends on a reciprocal learning relationships

To be successful, the relationship must have the following elements:

Reciprocity, Learning, Relationship, Partnership, and Collaboration
Good Mentoring Relationships

- **Reciprocity**: Equal engagement on the part of you and your mentor.
- **Learning**: Acquiring knowledge through active learning.
- **Relationship**: Establishing and maintaining trust.
- **Partnership**: Current paradigm calls for more involvement of both partners in a mentoring relationship.
Good Mentoring Relationships Cont...

• Collaboration
  • Engage in sharing knowledge and learning and building consensus

• Mutually defined goals
  • Clarifying and articulating learning goals is critical to achieving a satisfactory mentoring outcome

• Development
  • Developing your skills, knowledge, abilities, and thinking to get you from where you are now to where you want to be
The Value of Mentoring

The Value of Mentorship
The Power of Mentoring

- Safe haven
- Sounding board
- Manage Productivity
- Navigate the organization culture
- Increased confidence, risk-taking, and competence
The profound influence of a mentor’s candid in-person feedback can dramatically transform one’s personal perspectives and worldview, build self-confidence, and add to one’s professional competence.
The Four-Stage Mentoring Cycle

- Preparing
- Negotiating
- Enabling
- Coming to Closure
Different Kinds of Mentoring

- One-on-One Mentoring
- Group Mentoring
- Reverse Mentoring
- Mentoring Board of Directors
- Informal versus Formal Mentoring
Do I have a sincere interest in learning?

Am I willing to commit time to developing and maintaining a mentoring relationship?

Am I willing to work on my own growth and development?

Am I willing to be open and honest with myself and another person?

Am I willing to listen to critical feedback?

Can I participate without adversely affecting my other responsibilities?

Am I committed to being an active mentoring partner?
Preparing Yourself to Make the Most of Mentoring

I believe success is preparation, because opportunity is going to knock on your door sooner or later but are you prepared to answer that?

Omar Epps
Mentoring: A Reflective Practice

- The ability to critically examine your current or past practices, behaviors, actions, and thoughts in order to more consciously and purposefully develop yourself personally and professionally.
- Complete/Discuss Personal Reflection Exercise
Questions
References


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