

Purpose

This Handbook will support and guide the Mentor and Mentee as they develop and move through the mentorship relationship provided by the mentorship program at Rutgers University

What is Mentoring

Mentoring is a reciprocal learning relationship in which a mentor and mentee agree to a partnership where they will work collaboratively towards achievement of mutually defined goals that develop a mentee's skill, abilities, knowledge, and thinking process.

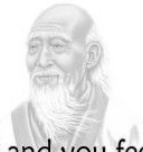


Mentorship pairing

Mentorship pairing will be conducted by the senior student mentorship coordinators. This will occur via a student run mixer. Based off this interaction, mentees are recommended write down the names of three seniors that they would like to have as mentors and submit them to the mentorship coordinators before leaving the mixer. This is highly recommended since evidence shows that mentee driven relationships have the best outcomes.

Pairing Guidelines

1. Mentee driven
 - Give mentees the opportunity to meet senior mentors
 - Mixer between D4 and D3 will take place on May 9th
 - Location and time to come...
2. Other considerations include
 - Location
 - Gender
 - Work experience
3. Once paired, mentorship coordinators final mentee-mentor pairs and contact info
4. Mentees are required to initiate the first conversation and should meet prior to the start of the semester.



Give a man a fish and you feed him for a day.
Teach him how to fish
and you feed him for a lifetime.

Lao Tzu
600 - 470 B C

RUTGERS

School of Nursing

Nurse Anesthesia Mentorship Program

Handbook for Mentors and Mentees





The Learner-Centered Mentoring Model

Mentee Role: Mentees are active partners in the relationship. They are responsible for the diagnosis, planning, implementation, and evaluation of their own learning development.

Mentee Guidelines: The beginning

1. Be able and willing to locate the mentoring that is needed
2. Approach potential mentors based on an awareness of what the person has to offer
3. Be prepared to articulate what you want from a mentorship
4. Determine if a mentoring relationship can benefit both individuals
5. Ensure that your time commitment is adequate to work with a mentor

Mentee Guidelines: The relationship

1. Convey enthusiasm and appreciation
2. Be prepared/play an active role
3. Discuss and define goals/learning styles
4. Define communication preference and meeting frequency
5. Be patient, understanding, and honest

Mentor Role: Mentors are the relationship facilitators. Their role is to create and maintain a supportive climate that promotes the conditions necessary for learning and development to take place.

Mentor Guidelines: The beginning

1. Plan experiences that allow the mentee to be successful and grow in competency and self esteem
2. Discuss what is needed to achieve desired outcomes
3. Identify learning opportunities
4. Set roles and expectations
5. Explore and discuss challenges

Mentor Guidelines: The relationship

1. Check in, ask about progress and convey ongoing support
2. Acknowledge the mentee's strength and encourage goal attainment
3. Explore potential problems and assist in problem solving
4. Suggest practical ideas, demonstrate appropriate behavior and positive ways to handle situations
5. Provide support, give feedback, and develop the mentees' self confidence

What we ask of you?

- Committing time
- Building relationships
- Being available by phone, text, or email
- Maintaining open communication
- Actively listening
- Giving feedback without judgement
- Evaluating the process

What you will gain!

- A new relationship
- Pride in being part of someone else's growth and development
- Practice in listening and giving feedback
- Problem solving skills and leadership qualities
- The opportunity to inspire others
- Personal growth and professional development