

The Nuts and Bolts of Mentoring

Finding the Right Fit



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The speaker has no conflict to disclose.



What has been your interaction with mentors?

Audience Response

- Regularly seek guidance from several mentors frequently
- Have one mentor I rely on quite frequently
- Have interacted with a mentor at least once
- What is a mentor?
- I don't need a mentor – I know it all!



Who has read the article on Mentoring in the May/June KeePosted?

Audience Response

- I did! I did!
- Saw it, but it didn't spark my interest
- What is KeePosted?



Let's Get Started

Get to know yourself

- What have I already mastered?
- In what areas would I like to grow?
 - Professional
 - Social
 - Spiritual
 - Emotional
 - Physical



Why do you need a mentor?

Life does not intend for us to go at it alone!

- Cope with transition
- Learn from another's experience
- Diversify your own experiences



Where to find a mentor

- Organizational meetings
- Community events
- Young professional networks
- Ask for a referral from a former mentor or supervisor



Tip: Having a direct supervisor as a mentor may restrict growth opportunities - diversify.



On the Web

- List-serves
- ASHP Mentor Exchange
 - Under “networking” in the new practitioners site
 - Free benefit to all ASHP members
 - View profiles of potential mentors
 - Virtual mentoring via e-mail



Tip: check out ASHP's “Mentee Resource” site for more resources.



Know what you're looking for

- Personality type
- Values
- Respect
- Strengths
- Weaknesses

Helpful Hint: Think about what worked for you in previous mentoring relationships.



Which one of the following statements about mentors is FALSE.

Audience Response

- Your mentor's value set should be in line with your own
- Being involved in a professional organization is a good way to meet a potential mentor
- A professional mentor for a pharmacist must be another pharmacist
- ASHP's New Practitioner's Network has online mentoring resources



Thinking outside the box



You may seek a mentor outside the profession to...

- Discover ways problems are approached in different environments
- Gain perspectives on human resource challenges
- Find creative ways to market pharmacy services
- Diversify your own experiences



Maintaining the relationship

Expect as a mentee that you will manage the relationship...

- Share goals up front
- Find the best way to communicate
- Set feedback expectations
- Be appreciative



Thank you!



Additional Resources ASHP Recommends:

- Crisp: Making the Most of Being Mentored: How to Grow from a Mentoring Partnership by Gordon F Shea
- Power Mentoring : How successful Mentors and Protégés Get the Most Out of Their Relationships by Ellen A. Ensher and Susan E. Murphy
- White and Tryon. How to find and succeed as a mentor. Am J Health Syst Pharm. June 2007; 64: 1258-1259

