

"The Nuts and Bolts of Mentoring"

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The speaker has no conflict to disclose.



Describe your own experience with Mentoring

Audience Participation

- Serve as an informal mentor quite frequently
- Tried it once
- Thinking about doing it
- What does the Trojan War have to do with Pharmacy?
- Use the force Luke



Terminology

I am going to use the term protégé rather than mentee, because mentee sounds like an endangered species in Florida.



Public Perception

- Hollywood: Obi-Wan Kenobi; Yoda; Mr. Miyagi
 - Acted in the interest of the "protégé "
 - Respected by peers
 - Part of a network- Jedi
 - No shortcuts to hard work
- But
 - Tried to control what people think
 - Only one right answer



Who do you think was the best mentor?

Audience Participation

a) Obi-Wan



b) Yoda



c) Mr. Miyagi



My Vote

Mr. Miyagi

- Used excellent coaching, and feedback methods
- Stressed the fundamentals, and no shortcut to avoid hard work
- Priority given to Daniel's interests
- Daniel was expected to make his own decisions and face the consequences
- Door was always open
- Had his priorities straight- fighting was the last resort.
- Importance of Balance
- I liked the movie a lot more!



Should you be a Mentor? What are the advantages to you?

Audience Participation- which answer is **not** correct

- Gain personal satisfaction from enriching pharmacist experiences.
- Give back to our profession through development of students, residents and new practitioners and by supporting their personal and professional growth.
- You get to tell people what to think
- Enhance your own coaching, modeling, feedback and leadership skills.
- Broaden your experiences and learn new and different styles, and perspectives.



My opinion

A mentor Explains options rather than provides answers.

A mentor is available at critical moments (protégé perspective) takes a genuine and benevolent interest, gives encouragement and advice about various options when needed.

A mentor does not attempt to control the protégé.



Be open to opportunities to serve as a mentor

- Your door is **always** open
 - At work
 - At ICHP meetings
 - At National meetings
 - Cold calls and drop ins are welcome
- Look for friends in low places
 - At Work, at ICHP and ASHP Meetings



Perspectives

- No place for selfish aims (ax to grind)
- Do it for the right reasons – to help someone else without direct personal benefit
- Give someone a boost, light their candle and send them off
- Statements like: You don't, you always, you never, its people like you- they don't belong here.



Audience Responses



Post Test Questions

1. Check at least 4 benefits of serving as a mentor:

- Gain personal satisfaction from enriching pharmacist experiences.
- Give back to our profession through development of students, residents and new practitioners and by supporting their personal and professional growth.
- You get to tell people what to think
- An opportunity to clone yourself
- Enhance your own coaching, modeling, feedback and leadership skills.
- Broaden your experiences and learn new and different styles, and perspectives.

2. Check at least 4 benefits of finding and working with a mentor:

- Gain a personal understanding of leadership in pharmacy
- Skip doing the hard work required to be successful
- Be told what to think
- Learn the application of leadership skills in the workplace and also with patients through the experiences of leaders with varied backgrounds.
- Gain access to the experiences of professionals for guidance in time management, communication and networking.
- Develop skills and knowledge to become future mentors.

3. Identify at least 5 characteristics of a good mentor:

- Explains options rather than provides answers
- Give the right answer without wasting time on discussions
- Want to control what people think
- Willing to prioritize interests from the perspective of the mentee
- Active in professional organizations
- Part of an effective network
- Respected by peers