

Mentoring Learners

BEST PRACTICES TIP SHEET

Think back to when you were a medical student, resident, fellow, graduate or postdoctoral student. What were your expectations? What type of guidance did you need at different points in your training? Did you have mentors who helped you acclimate and who fostered your career development along the way?

Effective mentorship is pivotal to learner success. Although a considerable time commitment, longitudinal mentoring (mentoring a learner over time) is particularly beneficial to learner development. In recognition of such, the Perelman School of Medicine allots teaching credit for longitudinal mentoring.

1. EFFECTIVE MENTORS ARE KNOWLEDGEABLE AND PROVIDE RESOURCES

- They provide expertise in areas of mutual interest
- They provide direction and guidance on professional issues (e.g. joining organizations, networking)
- They connect mentees to individuals (networking) and resources (e.g., research assistants)

2. EFFECTIVE MENTORS MODEL STRONG PERSONAL VALUES*

- They exhibit professional integrity
- They communicate satisfaction with career
- They acknowledge and facilitate mentee's contributions



Be the Mentor You Wish You'd Had

3. EFFECTIVE MENTORS ARE GOOD TEACHERS AND SUPERVISORS

- They are approachable, accessible, available, and personable
- They help mentees identify specific short and long term goals
- They are supportive and encouraging
- They provide positive and negative feedback
- They have good communication skills
- They help improve the mentees knowledge, skills or productivity
- They promote mentee independence
- They challenge the mentee to extend his/her abilities
- They are learner centered

