Mentorship Directory

Chris Blevins and Shea Coleman

A mentor empowers a person to see a possible future, and believe it can be obtained.

- Shawn Hitchcock
Session Overview

Define Mentor

Introduce the Mentorship Directory

Explain the Mentor Participation Process

Discuss Transparency and Accessibility of the Mentor

Explain the Mentor Program Profile
Defined: What is a mentor?

A person with experiential knowledge in a certain area of focus that is willing to share information about his or her own career path, as well as provide guidance, motivation, and role modeling.

Identified qualities of the mentor:

- Knowledge
- Enthusiasm & Flexibility
- Ability to give feedback
- Honesty
- Diversification of perspective

* notice that “perfect” is not listed...
Mentor Directory

WHEN YOU FINALLY FIND THE PERFECT MENTOR
Finding an effective mentor can help those beginning their careers, find experienced professionals who can guide them on their professional journeys. Mentorship programs can increase employee retention, boost workplace satisfaction and foster professional growth.

More specifically:

- Provide a resource for newer or struggling, Program Directors, Clinical Coordinators, clinical educators, preceptors...
- Foster longevity/retention in the profession.
- Expand our way of thinking about what we can do – “think globally”
- Create continuous education culture
- Cultivate professional relationships/networking
- Succession planning
Mentor Participation Process

Completely Voluntary

• If you feel that you have knowledge or resources to share.

• You want to help other professionals avoid any issues that you may have endured.

• Effective mentoring, like wisdom itself, is multidimensional. The best mentors adjust their roles to meet the mentee’s needs.
Step 1: Complete a Profile Document

Profile Includes:

- Title & Experience
- Mentor Philosophy
- Area(s) of specialization
- Resume or CV
- Bio form, and photo for website

*Suggested Bio should include a time zone

*and preference for contact and availability

*Once the profile is complete, submit it to the AST Education Department
Transparency and Accessibility

- Public bios should only contain public information, experiences, & content areas.

- Profiles may include an email address and phone preference, as well as the time zone.

- AST will email confirmation of receipt of complete profile & participation letter.

- Contact the AST Education Department if wish to withdraw or update Profile.

- All questions about accreditation should be referred to ARC-STSA.

- All questions about certification should be referred to NBSTSA.
Step 2: Public Mentor Profile is on AST Mentor Directory

MENTOR DIRECTORY: MENTOR PROFILE & AGREEMENT

I, __________________________, am interested in serving as a Mentor in the AST Mentor Program. I understand by agreeing to serve as a Mentor, I am making a commitment to provide advice, guidance, and support to a Mentee.

I will:
- Give thoughtful consideration to the decision-making process when working with a Mentee.
- Contact AST in sufficient time if I am unable to continue to serve as a Mentor.

MENTOR CURRICULUM VITAE

First Name: __________________ Last Name: __________________

AST Member Number: ____________ Number of Years Employed in Field: ________

Phone Number You Prefer Mentee to Use: ________________________________

E-mail You Prefer Mentee to Use: ________________________________

Employer Name: ________________________________

City: ____________________________ State: _____ Zip code: ________________

Job Title: ________________________________

Area(s) of Specialization: ________________________________

PLEASE ATTACH PHOTO, RESUME & BRIEF BIO (250 words- to include preferred contact method and availability - Will be Public)

DESCRIBE YOUR MENTOR PHILOSOPHY (Will be Public).

PLEASE LIST STRENGTHS OR INTERESTS THAT WILL BEST DESCRIBE WHAT YOU WOULD LIKE TO CONTRIBUTE TO A MENTEE (Will be Public)
Step 3: (optional) – Complete Mentor Time Log

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<th>DATE</th>
<th>MENTEE NAME</th>
<th>START TIME</th>
<th>END TIME</th>
<th>DAILY HOURS</th>
<th>ACCUMULATING HOURS</th>
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**TOTAL HOURS**

**CE AWARD**

**SIGNATURE:**

**DATE:**
Do we really reach our victories on our own?

• We can usually look back and see someone pushing us in a direction towards our goals.

• To be trusted advisers and role models – people who have "been there" and "done that."

• To support and encourage their mentee and to help improve their skills and, hopefully, advance their careers.

• Set parameters, Ask Questions, Know Mentee Needs

*Nobody really cares about how much you know, until they know how much you care*