

## Linking Mentors with Mentees

- ◇ Mentors with areas of expertise matched with mentees with deficits in specific areas of need.
- ◇ Matching based on an Inventory Tool completed by both the mentor and mentee
- ◇ Individual: one-on-one mentoring scheduled either face-to-face or via computer based program
- ◇ SMART Goals for measuring effectiveness of mentorship: smart, measurable, action, realistic, and time-related

## Institute of Medicine's Future of Nursing Campaign Goals

**Recommendation 2: Expand opportunities for nurses to lead and diffuse collaborative improvement efforts.**

*Private and public funders, health care organizations, nursing education programs, and nursing associations should expand opportunities for nurses to lead and manage collaborative efforts with physicians and other members of the health care team to conduct research and to redesign and improve practice environments and health systems. These entities should also provide opportunities for nurses to diffuse successful practices.*

**Recommendation 7: Prepare and enable nurses to lead change to advance health.**

*Nurses, nursing education programs, and nursing associations should prepare the nursing workforce to assume leadership positions across all levels, while public, private, and governmental health care decision makers should ensure that leadership positions are available to and filled by nurses.*



## Mentorship Program

Mentors: Assist in shaping the professional identities of a new generation of nurses

Mentees: Develop an improved professional identity and achieve career goals



### Call for Mentors & Mentees

- ◇ Mentors will be required to attend a 6 to 8 hour workshop where they will learn about the program and the process and skills necessary to becoming a mentor
- ◇ Mentees will be match based on skill needs with a mentor who has expertise in the areas identified for leadership enhancement
- ◇ The mentor-mentee partnership is approximately a six-month relationship

### Benefiting from a Mentor

- Ask yourself the following questions:
1. I want to be \_\_\_\_\_ in 5 years
  2. My biggest strength at work is: \_\_\_\_\_
  3. My manager says \_\_\_\_\_ about the way I do my job.
  4. I am willing to commit \_\_\_\_\_ hours to my job per week.
  5. At work this really makes me happy: \_\_\_\_\_
  6. My stress at work comes from \_\_\_\_\_
  7. I go to work because: \_\_\_\_\_
  8. Success looks like this to me: \_\_\_\_\_

### A mentor can help you ...

- ◇ Identify your strengths and weaknesses
- ◇ Identify and build upon your talent
- ◇ Help you discover why it matters
- ◇ Capitalize on your Values: Accomplishment; Advancement; Adventure; Competitiveness; Contribution; Cooperation; Family Economic security; Freedom; balance; Friendship; Health; Honesty; Integrity; order; Pleasure; Power; Recognition; Spirituality; Wealth; and Wisdom

### For questions about the

Mentorship Program please call: (304) 404-3990  
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