

# Mentorship

## The importance of mentorship

A mentor can provide guidance, support, advice, and help you make informed decisions as you navigate your career. A mentor can also help you build your professional network. A mentor can help you navigate any challenges or setbacks. Overall, a mentor can be a major resource for continued growth and development – both personally and professionally.

## How to choose a mentor?

A good mentor is someone who is able to invest time and energy in helping others grow their career. Choosing a mentor may vary depending on your place of practice (for example, academic vs. private practice) or your professional goals (for example, owning your own practice, transitioning into academia, etc.).

Before you approach someone to be a mentor, determine what your goals are for that mentorship. Research possible mentors and learn about their backgrounds, interests, and accomplishments.

## What makes a good mentor?

A good mentor is knowledgeable and experienced in their field, approachable, respectful of your goals, supportive, patient, and flexible. You may find benefit from having one mentor, or several mentors, that each support you in different ways. A good mentor is:

- Able to invest time and energy in helping you grow your career.
- Knowledgeable and experienced in their field.
- Approachable.
- Respectful.
- Encouraging and supportive.
- Someone whose interests align with yours.

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## How often should I meet with my mentor?

The frequency of meetings may vary, based on your needs and goals. It's important to discuss this ahead of time with your mentor and be mindful of their time and schedule. It may be helpful to have meetings on a regular basis with achievable goals in place for each meeting, and the frequency of meetings can be adjusted over time if needed. Flexibility is key.

## How can mentors benefit from a mentorship?

Becoming a mentor doesn't only benefit the mentee – it can also benefit the mentor! One can improve their leadership, communication, and active listening skills by becoming a mentor. Mentors can also learn from their mentees and often your mentees can help keep you up to date on advances in the field as well. Becoming a mentor can also help build one's own

professional network and improve job satisfaction. Many mentors report a greater sense of professional fulfillment. Benefits for mentors:

- Improved leadership and communication skills.
- A shared learning opportunity.
- Staying up-to-date on advances in your field.
- Expansion of one's professional network.
- Improved job satisfaction.
- Increased professional fulfillment.