

## Mentoring & Coaching

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### **Objectives:**

- ⦿ Examine the attributes of effective coaches and mentors
- ⦿ Learn to identify/develop a relationship with a mentor or coach
- ⦿ Learn strategies to be an effective mentor/coach

Coaches: Focus on skill development

Preceptors: Focus on integration with the work environment. Ensure and coach for competence.

Mentors: Focus on long term career and personal development including coaching for skills, integration to new levels in the organization, and life lessons.

### **Qualities of good mentors:**

- ⦿ Motivation and commitment to the profession, to the organization, and to the protégé
- ⦿ Positive role model for skills, professional behavior, and appropriate communication
- ⦿ An influencer of professional practice
- ⦿ Approachable
- ⦿ Able to cope with and learn from successes and failures
- ⦿ Effective interpersonal skills
- ⦿ Interest in and commitment to growing the next generation of nurse professionals
- ⦿ Willingness to maintain an unconditional positive regard towards their protégé.

### **Qualities of good protégés:**

- ⦿ Be open to receiving help, learning and caring
- ⦿ Be committed to your career development
- ⦿ Be willing to put energy into your development
- ⦿ Demonstrate initiative
- ⦿ Be a good listener
- ⦿ Be willing to share your experiences with your mentor
- ⦿ Provide meaningful feedback to your mentor

The four stages of developing a mentor-protégé relationship: Preparing, Negotiating, Nurturing Growth, Coming to Closure

**Preparing:**

- ⊙ Uncovering your personal journey
- ⊙ Discovering your protégés (or mentors) journey
- ⊙ Discovering your motivation for entering into a mentoring relationship
- ⊙ Learning and Reflection
- ⊙ Considering Context
- ⊙ Mentoring skills inventory – brokering relationships, building and maintaining relationships, coaching, communicating, encouraging, facilitating, goal setting, guiding, managing conflict, problem solving, providing and receiving feedback, reflecting.

**Negotiating:**

- ⊙ Goals
- ⊙ Ground rules
- ⊙ Agreements

**Nurturing Growth:**

- ⊙ Managing the process
- ⊙ Maintaining Momentum
- ⊙ Encouraging Movement

**Coming to Closure**

**Developing yourself as a mentor.** Mentors are continuous learners as well as effective leaders and colleagues.

- ⊙ Become a reflective practitioner of mentoring (think about what you do and how to become more effective at it).
- ⊙ Understand the personal characteristics that enable your style.
- ⊙ Solicit feedback from those you mentor and work with.
- ⊙ Strive to advance your own personal knowledge.
- ⊙ Develop a network of colleagues who support each other and challenge each other to become better nurses and human beings.
- ⊙ Mentor others.

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