

## How will I Benefit from a Mentoring Program?

Each mentoring pair will define most aspects of their relationship, including the **types of support** the mentor is asked to provide to the mentee, **the frequency of meetings**, and the **desired learning outcomes** for the mentee. In the first year of the program, the range of relationships was very broad. Some mentors provided clinical skills and feedback, others engaged with career planning goals and some assisted with social and community issues, depending on the needs and different circumstances of the mentees.

**Mentors developed and enhanced their skills as professional leaders** and formed valued relationships with their mentee colleagues. In most cases these relationships have persisted in an informal basis after the end of the program.

### Mentoring can benefit:

Mentee
<ul style="list-style-type: none"> <li>▪ Increase the likelihood of receiving grant funding</li> <li>▪ Influence the shaping of an academic persona</li> <li>▪ Aid in the choice and fulfillment of career path</li> <li>▪ Increase the likelihood of achieving a promotion</li> <li>▪ Improve research skills</li> <li>▪ Increase number of publications</li> <li>▪ Increase self-assessed confidence</li> <li>▪ Increase overall career satisfaction</li> <li>▪ Aid in socialization into the profession</li> <li>▪ Aid in the development of values and an ethical perspective</li> <li>▪ Improve communication skills</li> </ul>
Mentor
<ul style="list-style-type: none"> <li>▪ Providing a sense of satisfaction derived from the mentee's progress</li> <li>▪ Providing a sense of pride in developing the next generation</li> <li>▪ Providing the opportunity to disseminate expertise and skills ie. leadership skills</li> <li>▪ Enhancing collegiality between early career and senior faculty</li> <li>▪ Opportunity to gain exposure to new ideas and theories (questions or mentees can spur personal research and self-generated learning opportunities)</li> <li>▪ Personal development</li> </ul>
Faculty
<ul style="list-style-type: none"> <li>▪ Facilitate a team approach to successful development of early career faculty</li> <li>▪ Enhance departmental morale</li> <li>▪ Contribute to the recruitment and retention of the best early career faculty members</li> <li>▪ Help to create mechanisms for rewarding contributions leading to success in early career colleagues</li> </ul>
Overall
<ul style="list-style-type: none"> <li>▪ Result in better care for patients</li> <li>▪ Aid in the development of clinical governance</li> <li>▪ Provide an opportunity to air potential problems at an early stage</li> <li>▪ Aid in building a network of professional collaborators within the organization</li> <li>▪ Aid in faculty retention</li> </ul>