

Mentors, Coaches, and Protégés: Are you Ready for the Challenge?

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Overview

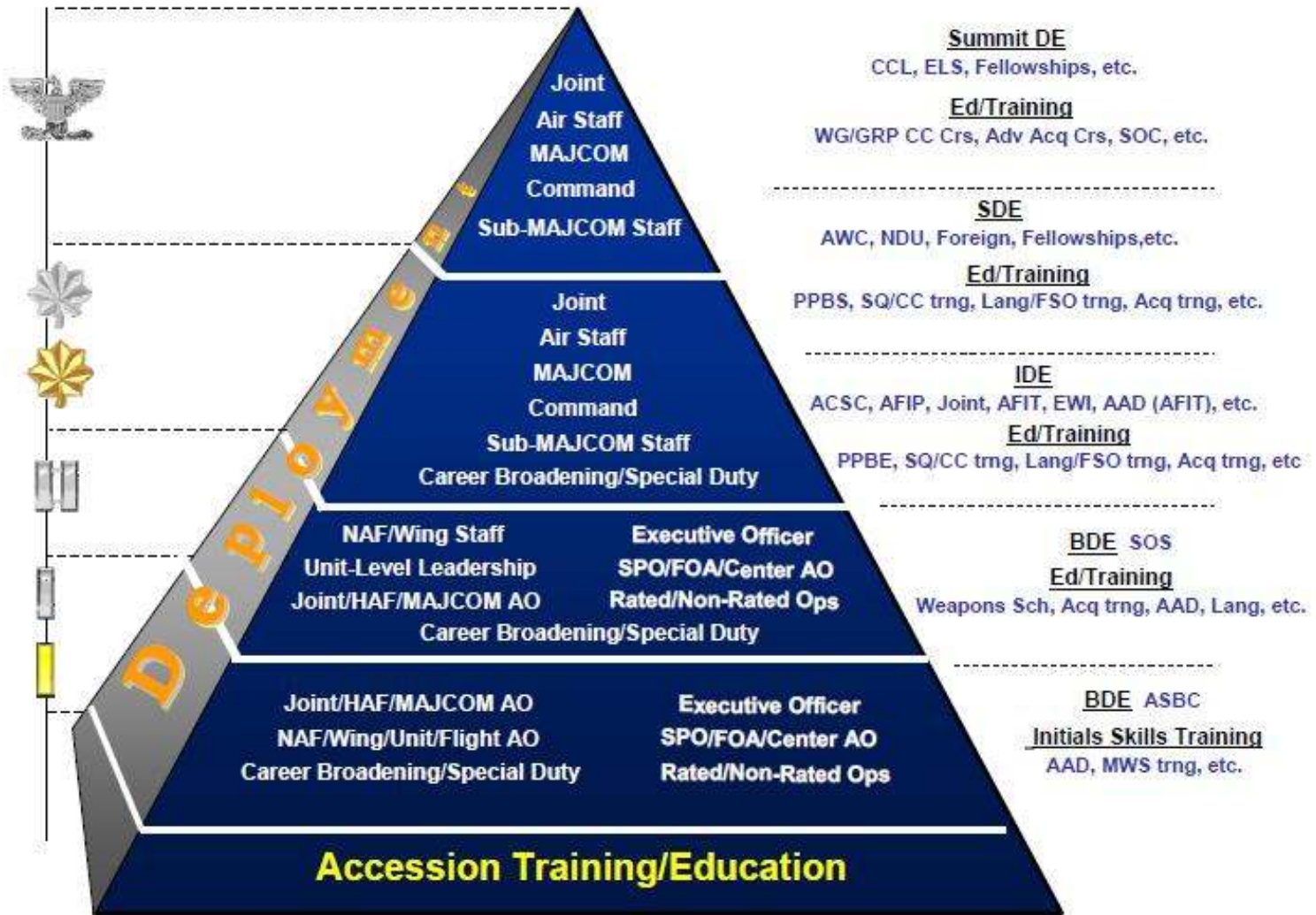
- Definition of Terms (What)
- Benefits of Mentorship (Why)
- Qualities of mentors and protégés (Who)
- Types of Mentoring (How)
- Cultural Aspects of Mentorship



Who Are My Mentors Along the Way?

- University of the Philippines, BS Community Nutrition
- RD in Philippines, 1978
- Social Services Specialist, Philippines
- Foodservice Supervisor (8 years), **Kansas**
- Kansas State University, **MS** Institution Management
- Long term care, Colorado; RD in the US 1989
- Staff clinical dietitian, **Colorado**
- **US Air Force** (16½ years)
 - Staff clinical dietitian, Ohio
 - Health Promotion, North Dakota
 - Dietetic management, RAF UK, Florida
 - International Health Specialist, Germany
 - 2 hour drive monthly to maintain clinical competency

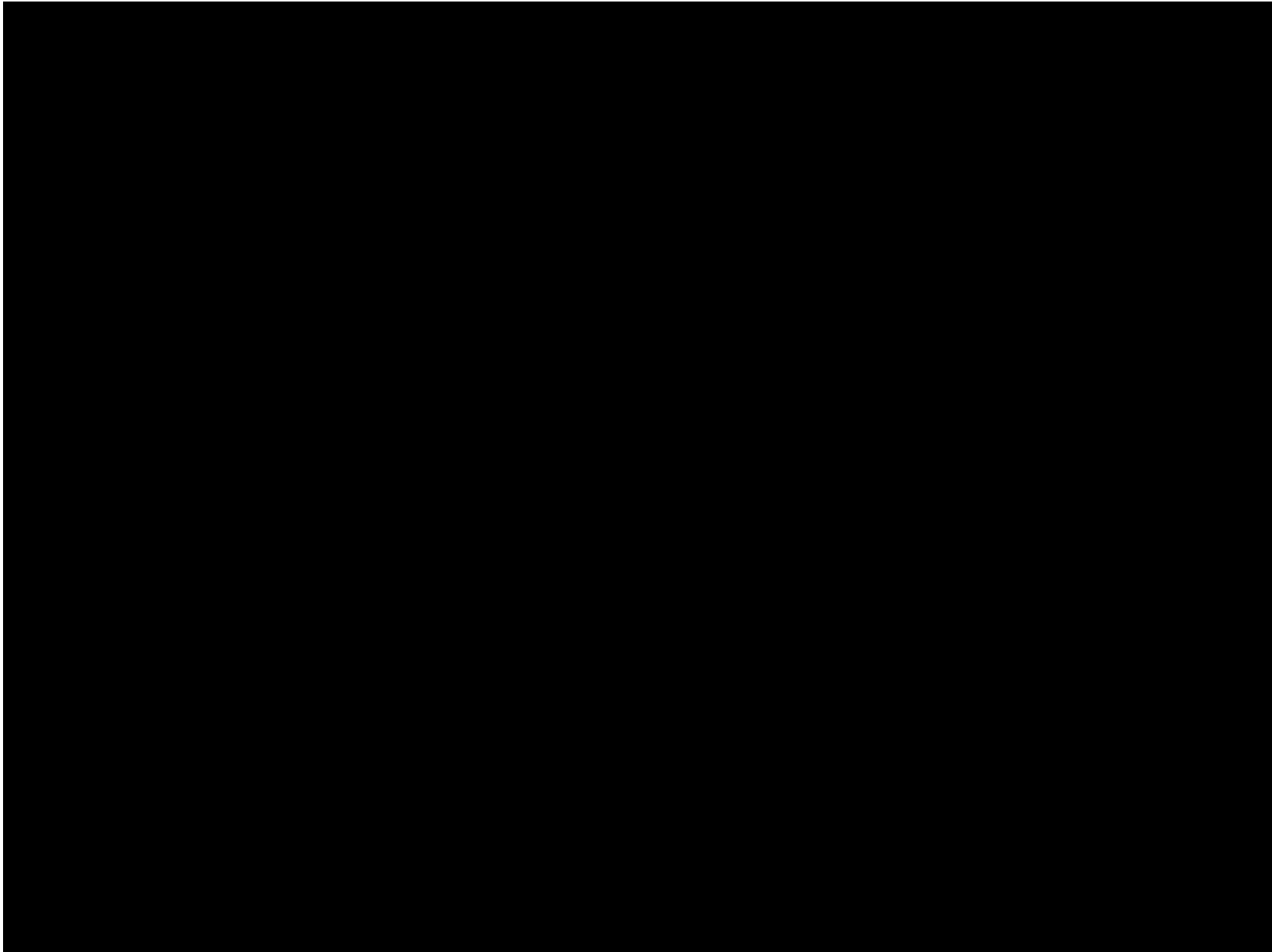
Figure A5.3. Officer Career Path Guide



Officer Career Path Guide

Mentorship...the launching pad

Allows someone to achieve
their best potential



Paul Potts

Definitions (What)

- ***Mentorship*** – developmental relationship between mentor and protégé relationship; career path
- ***Coaching*** – structured process-driven relationship to achieve an outcome
- ***Apprenticeship*** – learning a craft or trade
- ***Mentor***
 - The Merriam-Webster Dictionary:
a trusted counselor or guide
 - Usually older, more experienced, who helps and guides another individual's development

Benefits Reported by Mentors (Why)

- Increased understanding of the organization
- Reevaluating personal goals and skills
- Increased morale on the job

Benefits Reported by Protégés (Why)

- Enhanced job perspective
- Confidence and self-esteem
- Access to technical support
- Understanding of organizational culture and importance of taking charge of their own career development

Mentoring/Coaching Skills (Who)

- Empathy
- Listening Skills
- Capacity to Confront and Challenge
- Problem-Solving Ability
- Feedback Skills
- Capacity to Empower

10 Rules for Mentors (Who)

1. It's not about you
2. Always maintain confidences
3. Set and enforce boundaries
4. Know your limitations
5. Keep your promises
6. Listen and ask questions
7. Reach out junior dietitians
8. Don't sugarcoat feedback
9. Be yourself
10. Commit to continuous learning

10 Rules for Protégés (Who)

1. Cherish your mentors time
2. Always maintain confidences
3. Learn from your mistakes
4. Be receptive to feedback
5. Keep your promises
6. Genuinely consider advice given
7. Clarify your expectations
8. Respect mentors position
9. Bring more than just your problems
10. Commit to continuous learning

Mentoring Relationships (How)

- ***Formal***
 - Goals
 - Schedules
 - Training for both mentors and protégés
 - Evaluation
- ***Informal***
- ***Methods***
 - Face-to-face
 - Telephone/Skype
 - E-mentoring
 - Group

Mentoring Program Tools (How)

- Agreement form
- Relationship termination form
- Mentor evaluation form for mentees
- Mentor evaluation form for mentors
- Meeting/session summary
- Monthly meeting summary
- Training evaluation

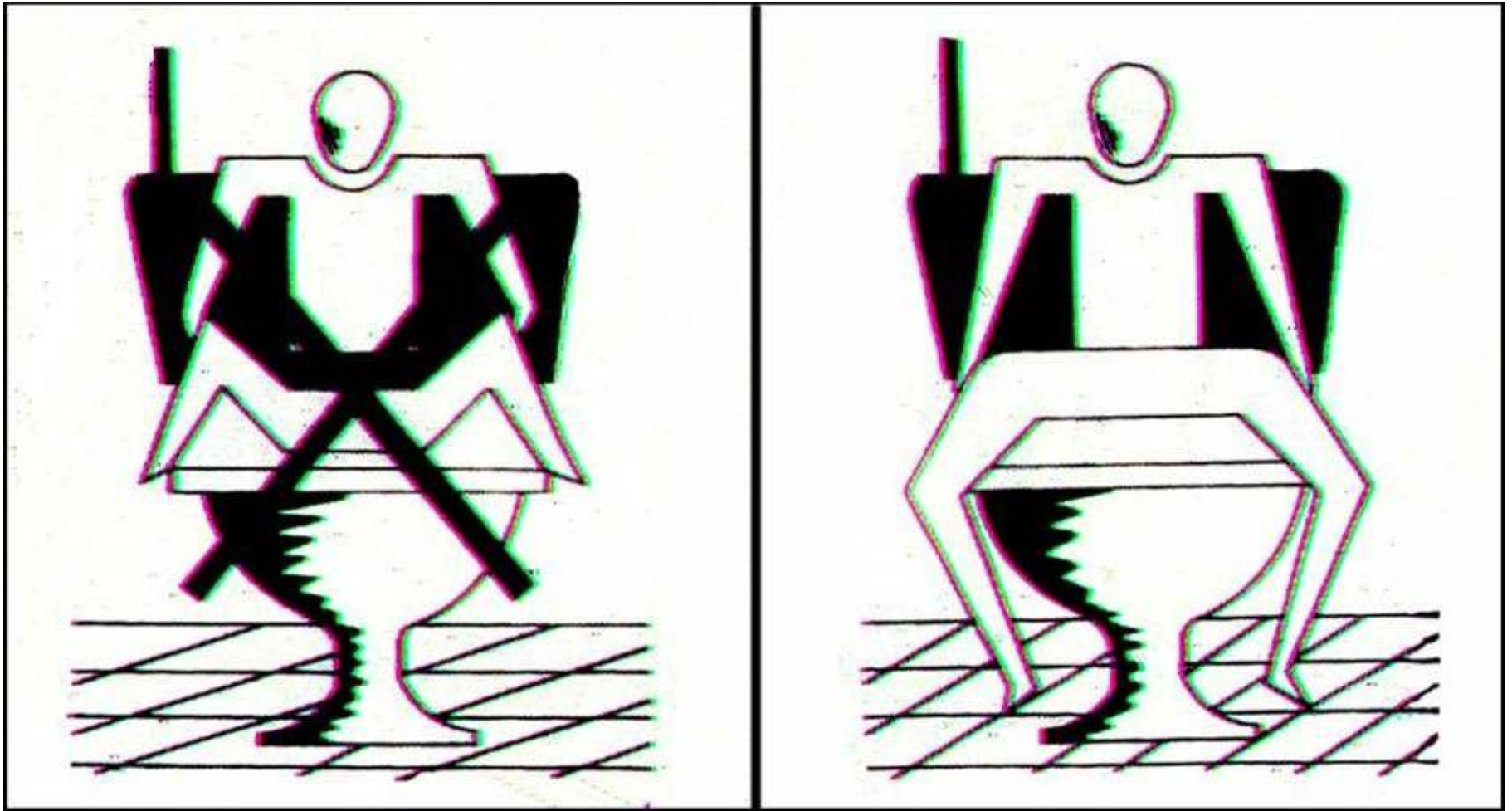
Cultural Competency

- ADA's member diversity data maintained since 2003
- Demographic projections for 2050
 - White declines
 - Asian doubles
 - Non-white Hispanics triples
- What is culture competency?

Culture



Culture

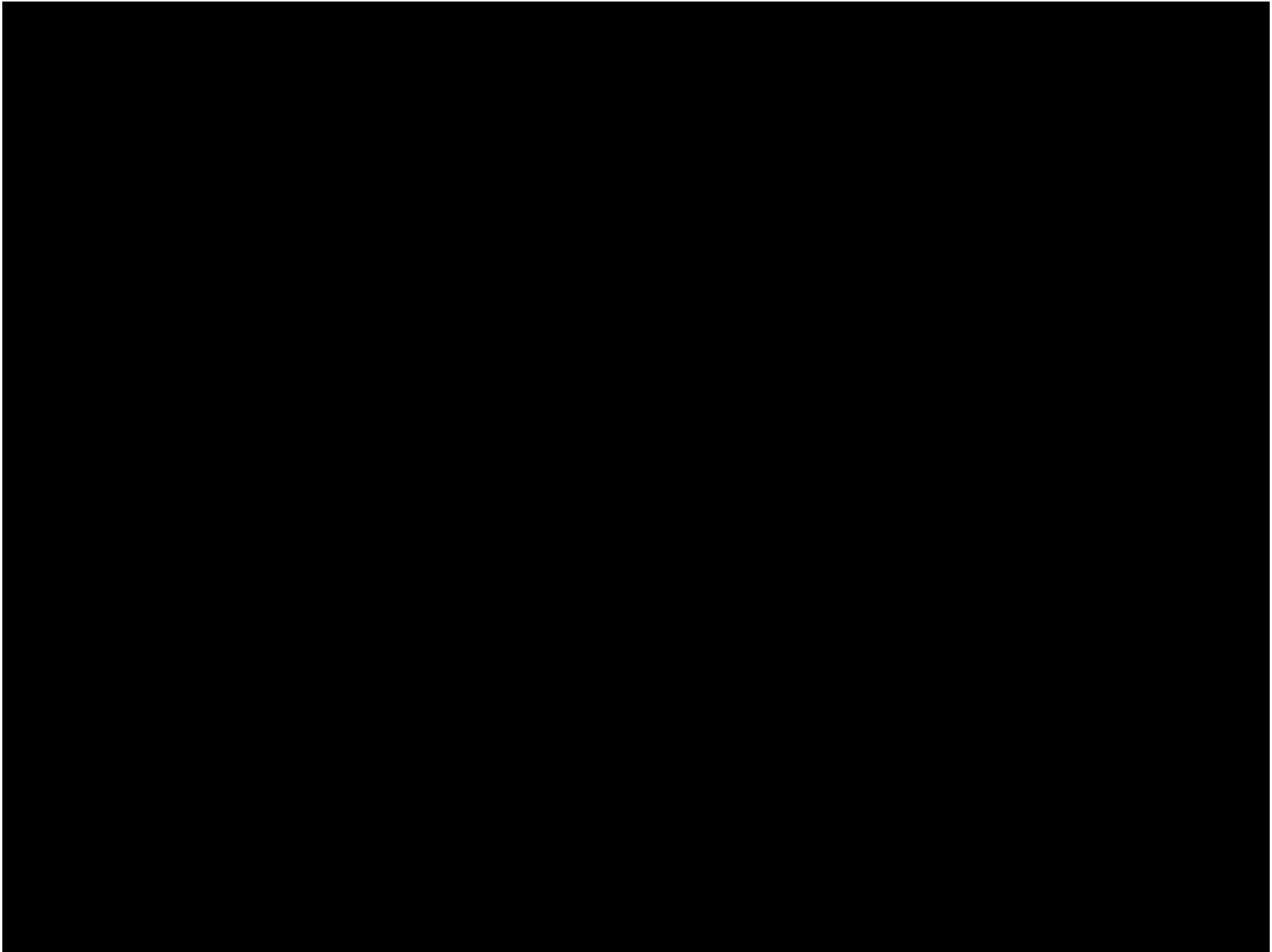


They Found NEMO!!!



Summary

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- Benefits of Mentorship (Why)
- Qualities of mentors and protégés (Who)
- Types of Mentoring (How)
- Cultural Aspects of Mentorship



Susan Boyle

References

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