So, you want to be a Mentor?

Steve Bowman

BSMS Medical School Librarian and TEL Lead

University Hospitals Sussex NHS Foundation Trust

STEVE BOWMAN

Born 1957 in Brighton

Career in Engineering 1974 -1988

Made redundant 1979, 1985, 1988

Library and Information Science BA(Hons) 1988-91

FE and HE Libraries (St Barts, Crawley College, Park College, Ravensbourne, University of Chichester, LSBU) 1991-2019

NHS (University Hospitals Sussex NHS Foundation Trust) 2019 -

FCLIP - 2005

SFHEA – 2010

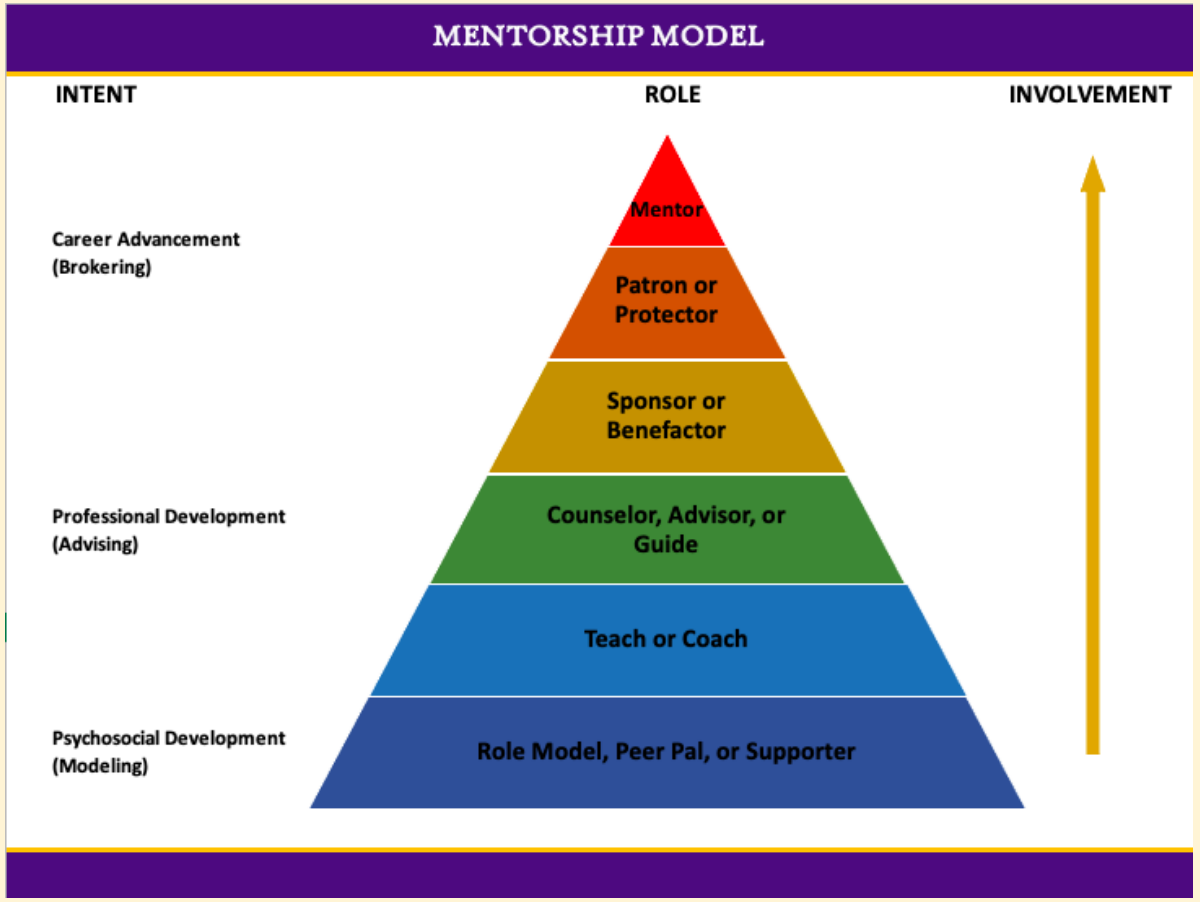
FEDIP - 2023

Mentoring

CILIP Accreditation Mentor 2014 – Date

Advance HE (HEA) Mentor 2017- Date

"We recognize that providing mentorship is more than being a teacher, an advisor, a sponsor or a coach. Mentors can provide all these things, but a true mentorship relationship is more. It is a bidirectional relationship and focuses on professional, career and personal development, is confidential, nonhierarchical, and is driven by the mentee's expressed needs."



https://obgyn.uw.edu/people-of-obgyn/mentorship

What is a Mentor?

https://www.monaliiku.fi/uutiset/mentor-on-the-move-what-is-a-good-m/

Role Purpose: To facilitate the personal and professional growth of Professional Registration (PR) candidates **through the sharing of their own knowledge, skills and experience.**

Key Responsibilities: A development Mentor is responsible for providing career mentoring to CILIP members working towards Professional Registration through to their first Revalidation submission by:

- Encouraging development of self-awareness.
- Providing guidance, access to information, analysis and identification of learning needs.
- Signposting to PRSOs and CILIP guidance for specific PR support.
- Encouraging their mentee to anticipate needs for improving their PKSB ratings.
- Building self-confidence and motivation.
- Encouraging self-assessment and peer-assessment.
- Using reflective questioning to help analysis of causes, barriers to learning and benefits gained.
- Being a 'sounding board' not a 'trouble shooter'.
- Maintaining strict confidentiality.
- Helping a mentee learn from mistakes and setbacks and celebrate successes.

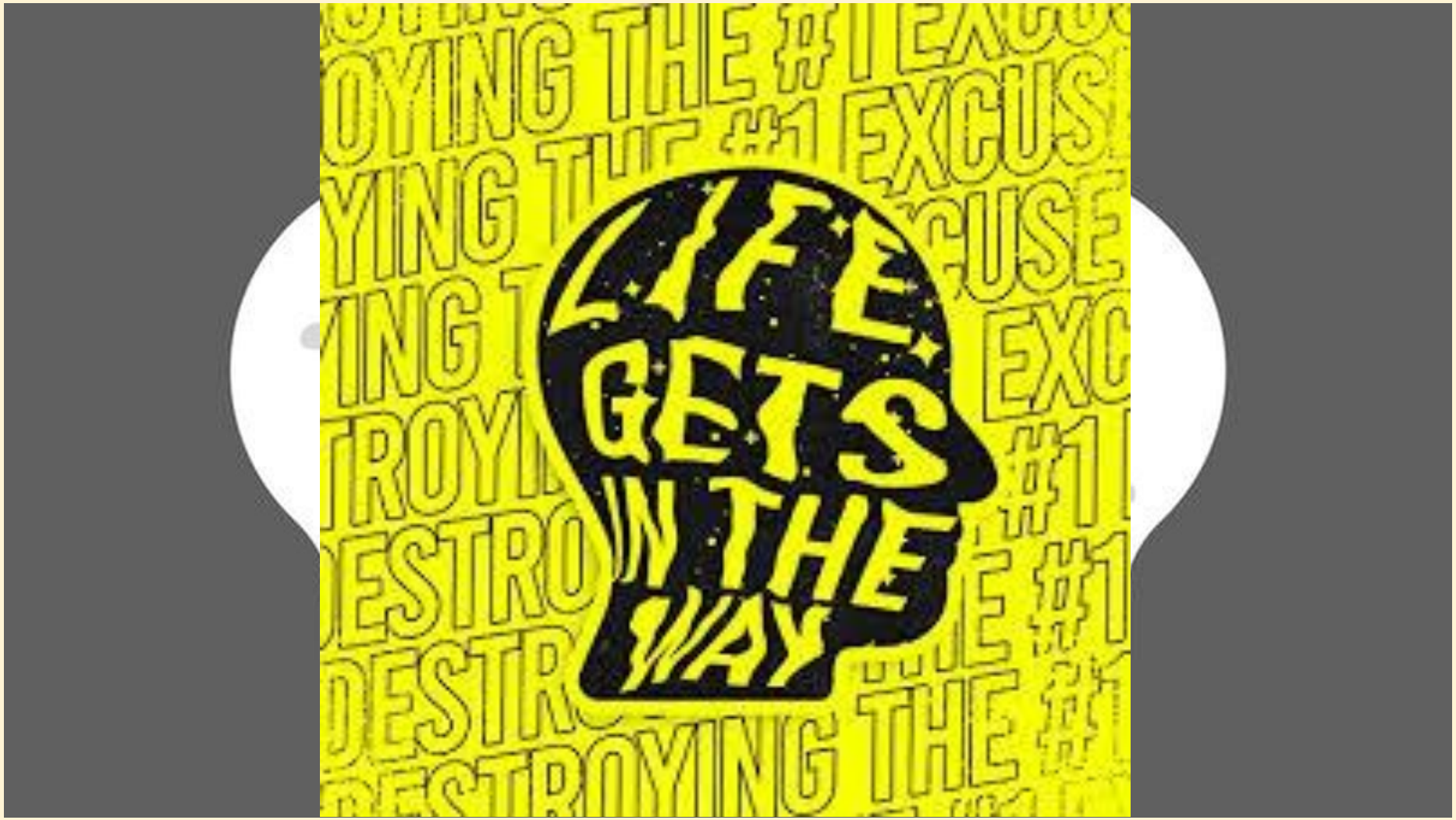
https://www.cilip.org.uk/members/group_content_view.asp?group=221215&id=827922&hhSearchTerms=%22mentor+and+handbook%22&#rescol_6501953

What is a Mentee?

https://slideplayer.com/slide/10428683/

https://www.togetherplatform.com/blog/examples-of-mentoring-program-goals

Relationships



Challenges

https://slideplayer.com/slide/4121772/

- Assessing mentee's background (knowledge and skills)
- Dealing with mentee's inexperience (knowledge and skills)
- Setting reasonable goals for the project
- Keeping mentee engaged
- Building mentee's confidence
- Fostering mentee's independence
- Deciding on the best solution to a given mentoring challenge
- Setting limits and boundaries for the mentor/mentee relationship
- Giving negative feedback to the mentee on lack of progress
- Allocating time
- Finding resources
- Remaining patient

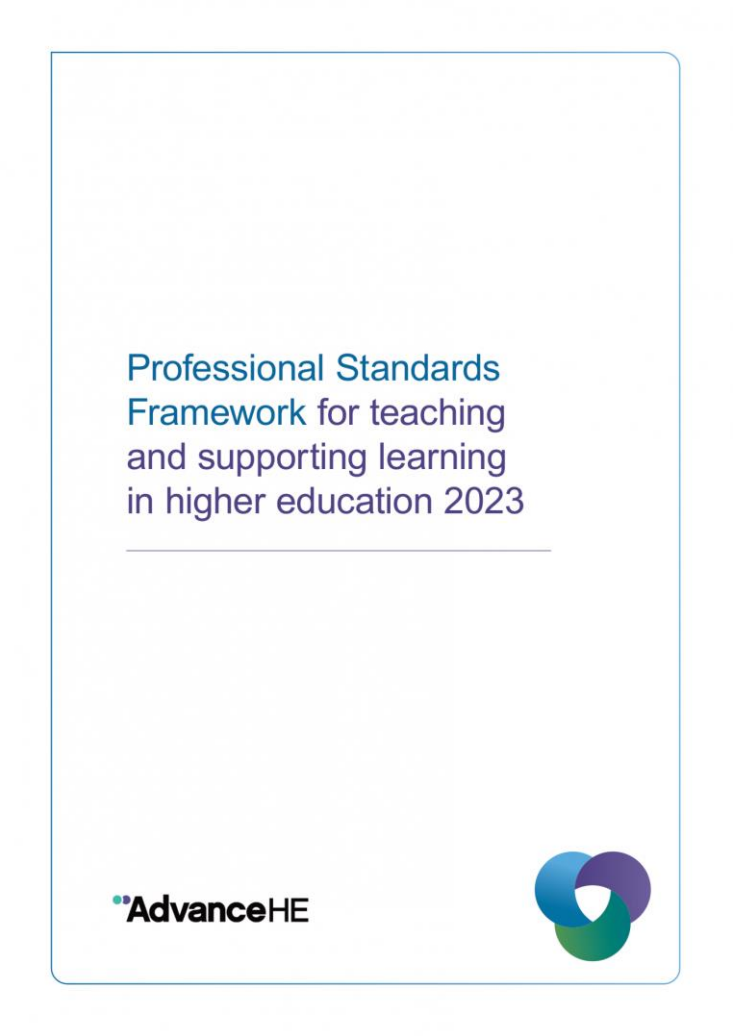
https://accelerate.ucsf.edu/training/mdp-seminar2-challenges

Solutions

https://slideplayer.com/slide/12373788/

https://www.ahajournals.org/doi/full/10.1161/ATVBAHA.121.316558

Routes



https://www.advance-he.ac.uk/fellowship

https://www.cilip.org.uk/page/ProfessionalRegistration

brighton and sussex medical school

Routes

FEDIP is the Federation for Informatics Professionals in Health and Social Care, a collaboration between the leading professional bodies in health and care informatics supporting the development of the informatics profession.

https://www.fedip.org/post/5-leading-practitioner-interview

So, You want to be a Mentor?

Thanks for Listening!

Steve Bowman

BSMS Medical School Librarian and TEL Lead

University Hospitals Sussex NHS Foundation Trust