

THE EMIG GUIDE TO CREATING AND MAINTAINING PROFITABLE MENTOR-MENTEE RELATIONSHIPS

OUTLINE

1. Introduction to mentorship
2. Benefits of mentorship
3. How to acquire a mentor
4. Tips to maintaining a profitable mentorship relationship
5. Other resources

INTRODUCTION:

Mentorship is a professional, working alliance in which individuals work together over time to support the personal and professional growth, development, and success of the relational partners through the provision of career and psychosocial support.¹

Mentorship is a helping relationship in which one person, usually more experienced or senior, takes time to assist the career, professional or personal development of someone else, who is known as a mentee, mentoree, or protégé.²

A mentor is someone who helps you grow your skills, make better decisions, and gain new perspectives on your life and career. As a mentee, your mentor will leverage their experience to give you guidance on your career or life now and in the future.³

Other related terms: here are some terms sometimes used interchangeably with mentor, they are however similar but different.

“A coach talks to you, a mentor talks with you, and a sponsor talks about you.”

1. Role model: A role model is someone who has traits you admire and wish to emulate whom you may never meet.⁴
2. Coach: Coaching is usually a one-sided relationship which is contracted or paid for to support a person over a set period of time. A coach prepares you specifically with a set goal in mind. They are instructional and help you identify actions and a roadmap to achieve short and long-term goals.⁵
3. Sponsor: A sponsor is a highly influential leader who operates in spaces that exceed your own network. A sponsor is willing to use their reputation and credibility in service of their protege. When compared to mentors, sponsors are more invested in their proteges as they take bigger personal risks to champion them.^{6,5}

Mentor	Coach	Sponsor
Two-sided relationship	One-sided relationship	Two-sided relationship
Offer guidance, stories, and advice based on their lived experience	the coaching process is very performance driven, focused on getting predefined results.	Endorse proteges directly, using their influence, power and networking to help give them exposure to better career opportunities

BENEFITS OF A MENTORING RELATIONSHIP

An ideal mentorship relationship is beneficial to both the mentor and the mentee.

To the mentee:⁷

1. Mentors support growth

Mentors encourage and enable another person's professional or personal development.

2. Mentors serve as a source of knowledge

Mentors can provide specific insights and information that enable the mentee's success. For example, they offer instructions on how to perform particular tasks or develop useful skills.

3. Mentors can help set goals

A mentor can help their mentee set personal or professional development goals. For effective goal-setting, they can create SMART goals—specific, achievable, relevant and time-based.

4. Mentors maintain accountability

A mentor helps hold their mentee accountable for their goals. By tracking progress, the mentor helps the mentee stay focused and on track towards completing them.

5. Mentors offer encouragement

When the mentee finds themselves struggling to perform their job or reach a goal, they can turn to their mentor for support. This encouragement can motivate them to keep moving forward despite challenges.

6. Mentors help make connections

A mentor can help build their mentee's professional network. When the mentee identifies professional or personal goals, the mentor can connect them to potential opportunities or individuals who can help them.

7. Mentors are willing to listen

When an individual has ideas, they can use a mentor as a resource to discuss or try them. The mentor can provide unbiased advice or opinions using their relevant knowledge and experience.

8. Mentors serve as a trusted ally

Trust represents a core element of mentoring relationships. The mentee must trust that the mentor has their best interests in mind and will provide accurate and honest guidance.

9. Mentors can offer constructive feedback

A trusting mentorship relationship enables honest feedback. By establishing trust, the mentee understands that constructive criticism aims to build their professional growth rather than make them feel bad.

10. Mentors are a free resource

Mentorship typically occurs due to networking or company programs, so mentors do not seek payment. They offer to serve this role because they genuinely want to help the other individual grow and establish a more authentic and personal connection.

To the mentor:⁷

1. Being a mentor boosts interpersonal skills
2. Being a mentor strengthens your knowledge
3. Being a mentor expands your network
4. Being a mentor can help you receive recognition
5. Being a mentor establishes leadership skills
6. Being a mentor adds to your qualifications
7. Being a mentor serves as a learning opportunity
8. Being a mentor can build confidence
9. Being a mentor provides a sense of fulfillment
10. Being a mentor offers self-reflection opportunities

HOW TO FIND A MENTOR

1. **Medical Institution:** your medical school provides you with a good pool of lecturers and clinical instructors of various specialties whom you can approach for mentorship. This is the easiest method to finding a mentor as you have easy access to them and adequate exposure to ensure the person is a good fit personality wise.
2. **Local or International Mentorship Matching Programs:** Several student-based organizations like EMRA, BGWC offer opportunities to be matched with a mentor in a specialty of your choice. Majority of these programs require you to choose the preferred specialty, location and gender of your mentor of choice.
3. **Electives:** Electives offer you an opportunity to rotate through a specialty of your choice at an institution of your choice. There is also the opportunity to meet with specialists in your desired specialty from whom you can obtain mentorship.
4. **Conferences, Seminars:** a major benefit of attending conferences is the opportunity for vast networking with lots of stakeholders within a specific niche. Many of whom can be approached for mentorship afterwards.
5. **Research papers:** Persons with interest in academic research and those who consume lots of academic content can contact possible mentors via correspondence email address placed in manuscripts.
6. **Social Media:** LinkedIn and Twitter are some of the best social media tools for connecting with potential mentors. You may be able to get an insight into the interests and personality of the person based on their published content.

TIPS FOR MAINTAINING A PROFITABLE MENTORSHIP RELATIONSHIP

1. Trust;

Like every other relationship, a lasting mentorship relationship has to be built on trust. The trust that the mentor has your best interest at heart and will guide you towards opportunities that would improve your career and also trust in the mentee to support their mentor in ways that they can.

2. Honesty;

Be honest with your mentor about what exactly you want from this relationship, your career goals and how your mentor can help you achieve them. When given duties, be honest about your capabilities and your weakness so as to avoid overpromising and under delivering.

3. Openness;

Mentors are people too. As wonderful as they may have seemed from a distance, they have flaws which may become apparent during the mentor-mentee relationship. Be open to accepting their differences and their ways of life. However, if these differences significantly conflict with your values, you should know when to walk away from the relationship.

4. Respect;

Respect should be mutual in every relationship. It is important to understand the racial, religious and ethnic factors that play a role in defining what respect means to the person you are dealing with.

5. Forgiveness;

Hurt and mistakes are common in mentorship relationships just like any other relationship. Sometimes they are faults of a particular person and sometimes they result from miscommunications and misunderstandings which may not be

the fault of any singular party. It is important to apologize promptly when you have done something wrong and be open to forgiving the other party when they make mistakes.

6. Patience;

Mentors are usually accomplished persons in a field. This points to the fact they usually have a lot of work engagements alongside mentoring you. Be patient when dealing with them and be willing to follow up and send periodic reminders when planning engagements with them.

REFERENCES

1. The Science of Effective Mentorship in STEMM.
<https://www.ncbi.nlm.nih.gov/books/NBK552775>
2. Mentorships. <https://artofmentoring.net/mentorship/>
3. What is the purpose of mentoring programs?
<https://www.togetherplatform.com/blog/what-is-the-purpose-of-mentoring>
4. Why You Need A Role Model, Mentor, Coach And Sponsor.
<https://www.forbes.com/sites/ruthgotian/2020/08/04/why-you-need-a-role-model-mentor-coach-and-sponsor/>
5. Mentorship vs Coaching vs Sponsorship finally explained.
<https://www.mentorshipmoment.com/blog/mentorship-vs-coaching-vs-sponsorship-finally-explained>
6. Difference Between A Coach, Mentor, and Sponsor.
<https://www.encounteryourpotential.com/post/difference-between-a-coach-mentor-and-sponsor>
7. 24 reasons why mentorship is important for mentor and mentee.
<https://www.indeed.com/career-advice/career-development/why-is-a-mentor-important>