

# Mentorship Guidelines - Dr. Justin Ford

Northside Anesthesiology Consultants is a great place to work. While we enjoy the benefits of being associated with a top-tier healthcare system, the true strength of our group lies within our members and our culture. As our practice continues to change through attrition and the addition of new people, it is especially important to maintain that culture that attracted many of us to this group. Unfortunately it is not feasible for the Board to directly mentor each new physician. Therefore, it is our responsibility to show our new physicians how to assimilate within our group so that they may contribute to the future success of our practice.

You have been chosen as a mentor for an Associate Physician. You have a very important role, and it should be taken seriously. It is your role to be a teacher, advisor, role-model, coach and confidante to your mentee. You have been chosen to mentor because you are a respected member of the group and have institutional knowledge of our culture and our expectations. Oftentimes, you have also been chosen to mentor a particular individual because they feel comfortable around you and will be willing to share things with you that would be uncomfortable with others.

Below are some guidelines for your role as a mentor:

- Meet with your mentee outside of the hospital to get to know each other better. This can be for coffee, a meal, or anything that will give you an opportunity to talk outside of the hospital environment and build a relationship.
- Reach out to your mentee quarterly to check in and make sure everything is going well and provide an opportunity for them to ask questions or vent.
- Instruct your mentee to contact you about any question or concern. There are no dumb questions. You should be the first person that your mentee contacts when an issue arises. The chairman and board members should not have to field these calls unless you feel that the issue warrants attention of the board.
- You may be contacted by a member of the Board or even another N pool physician if there are any concerns with your mentee. Early identification of issues and then intervention to provide a resolution are key.
- Be prepared to discuss clinical issues that may arise. It will be better received by the Associate Physician if you talk to them about an issue, rather than having to sit down with the board. You will effectively be a liaison between the board and your mentee.
- It may be prudent to document any issues and your management with an email to the Board.
- Encourage your mentee to get involved when appropriate within the group, the Georgia Society of Anesthesiologists, the Medical Association of Georgia, the American Society of Anesthesiology, Northside Hospital Committees or Envision. There are opportunities for everyone to be involved.
- Discuss the unwritten rules of the group.
  - Arrive 15 minutes early (Never be late)

- Help out your colleagues
  - Do not ask to leave
- Please be sure to refer your mentee to the Professionalism Expectations Google Doc by Dr. Dozier:  
<https://docs.google.com/document/d/15qhFQ2HVxSyVP1YssH69lhdiBD3fqIs63jbfWeAkaTU/edit?usp=sharing>
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