

Become a SOM mentor for nurses and AHP's considering a career in OH

What is mentoring?

Mentoring is a form of development, which concentrates on building capability. The key objective of mentoring is to assist the mentee in discovering their potential and realising their aspirations. It is particularly powerful at times of career change such as for students entering OH, for those who working in isolated settings or key stages in professional development.

The Mentee will benefit from the mentor's experience and knowledge of OH and put this into perspective of their OH career. Mentors will empower mentees to take charge of their own direction, focusing on their potential to enter the speciality, understand how to access appropriate training and professional development to thrive.

The benefits of Mentoring

Mentoring is based on mutual understanding of mentor and mentee rather than set outputs. For many professionals, mentoring happens on an informal basis to their benefit, allowing them to achieve their potential, however it can be difficult to identify the appropriate support when considering a move into a different speciality, which is outside mainstream NHS.

For Mentees

The benefit will be provision of support and tools to make an informed decision with:

- Provision of an understanding of the field of OH as a specialty and signposting to reliable information
- Identifying transferable skills that could support a move
- Developing an understanding of different task requirements within OH and varying delivery mechanisms to aid decision making in the choice of a role
- Providing resources to prepare and upskill
- Signposting to shadow opportunities
- Building confidence for a move.
- Widening professional networking within the specialty with the introduction to membership and networking groups
- Advice on further training and education within OH
- Improving the chances of obtaining a role in OH by supporting networking opportunities.

For Mentors

The mentor will be expected to share knowledge and passion of OH as a career and provide support to the growth of the OH workforce through this work. Mentors could mentor and mentee from a different professional group. There are also great benefits for the mentor. From experience, mentors enjoy the interaction with clinicians from differing backgrounds which widens their and own professional development. Further information:

- TED talks [here](#).
- <https://pubmed.ncbi.nlm.nih.gov/29318730/>
- an eLearning offer at <https://www.e-lfh.org.uk/programmes/mentorship-for-prosthetists-and-orthotists/>
- see <https://www.som.org.uk/som-mentoring-scheme-opportunity-professional-development>

and see overleaf.

Next steps

If you are experienced in OH nursing or work in OH as an allied health professional and want to support the specialty, SOM, NSOH and providers such as PAM and Cordell Health would

encourage you to apply for this new opportunity. Training support will be provided to mentors and then an offer put to Mentees to match with those trained based on location. No reimbursement is provided but a mentor support group will be established too.

How to apply

Please send details for review of:

- your experience in OH
- your experience in supporting others
- what you feel you could provide in the role of mentor to a potential new entrant to the speciality

in 250 words, with your contact details to nick.pahl@som.org.uk

What is Mentoring?

Mentoring is when an individual provides support and guidance to someone in a particular area to help them with their career and/or professional development. It enables a safe space and protected time for an individual to reflect and move forward with the help of a supportive yet challenging relationship. Mentoring is that extra support that everyone can benefit from. As well as helping the mentee develop and advance through their career, the mentor can build on their own skills and gain new understanding from the partnership.

Mentoring compared to Coaching

Mentoring	Coaching
Ongoing relationship which can last for a long period of time	Relationship generally has a set duration
More informal and meetings take place as and when the mentee needs some advice, guidance, and support	Generally more structured in nature and meetings are scheduled on a regular basis
More long term and takes a broader view of the person	Short-term sometimes time bounded and focussed on specific development areas/issues

Mentoring made simple...

Role Descriptor for a Mentor

- Belief in the potential of a mentee
- Partnership approach – Mentor showing genuine interest in the progress of the Mentee
- Ability to be supportive of an individual
- Capability to pose challenging questions
- Support the identification of goals to work towards
- Empower and inspire
- Build relationships – communication and listening
- Empathetic – competent and confident
- Ability to challenge

- Interested in own and others development
- Ability to focus
- Ability to provide feedback
- Facilitation skills
- Self-awareness and knowing limitations
- Signpost when necessary
- A willingness to share experiences and stories
- Knowing when to speak and advise, and when not to
- Ability to be the expert when required
- Willing to learn from the Mentee
- Flexible style - adapting to the learning style of the Mentee and their personality and preferences
- Network with other Mentors – share good practice and maintain learning
- Confidential

Role Descriptor for a Mentee

- Is looking for a neutral space and time to reflect and plan
- Is looking for support, guidance, and direction
- Is looking for inspiration and encouragement
- Able to consider what aspirations or goals to aim for
- Agree to actively participate in Mentoring
- Arrive with a positive frame of mind
- Take responsibility for own development
- Open to challenge and allowing constructive conversation
- Be receptive to possibilities/change
- Take action/agree to work
- Demonstrate commitment to the process
- Take ownership in the relationship
- Be receptive to development opportunities
- To be curious
- Be brave and open to challenge including new ways of thinking
- Be reflective – what can I learn from my experiences and my mentors?
- Value and trust the Mentor, their experience
- A willingness to let go when the relationship is over

When is Mentoring appropriate?

- To support longer term personal development
- When an individual needs a sounding board
- To gain direction – at a crossroads, to get back on or to keep on track
- To enable time to focus on 'self'
- When in need of reflection time
- To gain clarity
- To assist the achievement of and clarity of goals
- To become more outcome focused
- When seeking a new job or starting a new role
- To build resilience
- To help leadership development
- For leaders of 'challenging teams'
- To explore options
- To help broaden the individual perspective
- To increase knowledge or learn from experience
- The need for challenge/ support when it is not suitable within a team - sometimes an external perspective is better
- To explore self-empowerment and inspiration
- When exploring a different direction
- When in need of a support network

● For a sense check – am I on the right track?

^[1] Standing Committee on Postgraduate Medical and Dental Education. In: *Supporting Doctors and Dentists at Work: An Enquiry into Mentoring*. London: SCOPME; 1998.

^[2] Steven A, Oxley J, Fleming WG. Mentoring for NHS doctors: perceived benefits across the personal–professional interface. *J.R. Soc Med* 2008;101:552-557.