

Nursing PLEDGE

Mentor Roles and Mentee Qualities

Mentor Roles

There are 7 roles of the mentor, these include:

1. **Communicator:** Communicates clearly and professionally. Listens actively to understand the mentee's needs.
2. **Role Modeller:** Committed to and knowledgeable about nursing and long-term care. Acknowledges that the mentorship relationship is mutual and a source of growth for the mentor.
3. **Coordinator:** Takes part in meetings to collaborate on goal setting, providing feedback and evaluating progress.
4. **Safe Supporter:** Establishes trust, maintains confidentiality and provides encouragement. Helps the mentee learn from their mistakes, reflect on their strengths and make decisions.
5. **Conflict/Problem Resolver:** Demonstrates problem-solving, conflict resolution and negotiation skills and helps the mentee develop these skills.
6. **Gentle Confronter & Feedback Provider:** Provides honest, constructive feedback and shares new ideas to challenge the mentee.
7. **LTC-Integration Facilitator & Networker:** Helps the mentee transition into the LTC setting. Advocates for the mentee and promotes their accomplishments.

Mentee Qualities

What qualities should mentees demonstrate?

1. **Proactiveness:** The mentee develops learning goals, plans meetings, asks questions, listens actively and asks for feedback.
2. **Commitment:** Completes mentorship tasks and nursing responsibilities on time and builds a trusting relationship with their mentor.
3. **Eagerness to Learn & Open-Mindedness:** Asks question about team members, residents and the organization. Works with their mentor to ensure learning goals are appropriate, asks for and accepts feedback.
4. **Communicativeness:** Communicates effectively, is approachable and respectful. Shares feedback with their mentor.
5. **Self-Awareness & Reflection:** Helps the mentee identify learning goals, recognize progress and identify areas for improvement.