

Tips for Mentoring

Mentoring individuals is a critical component that aims to shape the future professionals in our field. These new and upcoming SLP's and Audiologists will represent who we are and what we do, as they become certified and competent professionals. Mentoring creates a positive experience in which both the mentor and mentee benefit from learning new aspects of the field, share experiences, and collaborate to solve problems and gain success. Becoming a mentor is a valuable yet challenging opportunity that offers gratification and the power to influence the future of our field!

There are numerous factors that should be taken into consideration when embarking on this incredible journey of mentoring! Several suggestions and resources are listed below to provide you with guidance prior to and during the mentoring process.

Establish a strong professional relationship between the mentor and mentee.

Take this opportunity to learn from one another. Discuss previous experiences, specific areas of focus within the field, future goals, etc.

Create a trusting environment to enable honest and open discussions to solve any conflicts or initiate conversations, suggestions, or bring up concerns.

Discuss expectations each individual has for one another. Transfer these ideas to a printed word document and post in an area accessible to both the mentor and mentee. This facilitates continued awareness of the expectations and goals to achieve.

Develop a detailed timeline and plan of supervision.

Determine all necessary meeting topics required by OSLHA and ASHA, and be aware of all deadlines by developing a timeline and related checklists.

Generate a list of dates/times to finalize supervision time, professional discussions, and Q/A sessions to resolve any conflicts or answer questions that may have arisen throughout the experience.

Say organized! Create a folder or filing system to store all documents of supervision and correspondences.

Record all observations when providing direct supervision on paper and provide a copy to the mentee. Discuss results of each observation in person to express strengths, weaknesses, and any areas of improvement or concern.

Follow through on the finalized plan

Carryout all scheduled supervision times and meetings. Perform unannounced observations to evaluate the mentee in a natural work environment

Record all observations when providing direct supervision on paper and provide a copy to the mentee. Discuss results of each observation in person to express strengths, weaknesses, and any areas of improvement or concern.

Tips of the trade

Keep communication open and honest. Approach one another with the confidence that all questions, comments, suggestions, and responses will be heard and respected.

Share stories, experiences, therapy techniques and related skills, to learn from one another and gain professional competence.

Attend conferences together. This generates great discussions and time to spend with one another outside of the work environment.

Resources

**Benefits of Mentoring- explores benefits for mentors and mentees
<http://www.asha.org/students/gatheringplace/benefit.htm>**

**Mentoring Manual
<http://www.asha.org/students/gatheringplace/explore.htm>**