

### Introductory Mentoring Session

THANK YOU for volunteering your time and experience with your mentee. This is a wonderful opportunity for both you and your mentee to enhance one another's professional careers. For the mentee, it is a tremendous gift to be matched with an experienced physician. Whether they are early in their career or practicing for years and desire some mid-career development, we all can benefit from dedicated career coaching. For the mentor, it is also valuable to reflect on one's own experience and gain insight as one helps cultivate skills with a colleague. Medicine is an especially challenging and stressful profession which can cause isolation and burnout. Mentoring can provide a safe venue for providers to share struggles and insecurities and to know they are part of a community that also grapples with these issues.

For many of us, mentoring has been part of our career in some form or another. Some of us received formal training on this, but for the most part it occurs organically in the medical profession. We hope to equip all of our volunteers so you can feel prepared and reduce any anxiety you may have as you embark on your mentoring sessions.

**Building rapport is the aim** during the introductory session(s).

- Sharing one another's background (both professional and personal) is an essential first step. You can share any prior experience as a mentee to help normalize the experience.
- Elicit the mentee's prior mentoring experience and their goals for the mentoring sessions.
- Confidentiality of the relationship should be emphasized. Remind them that any patients discussed should be de-identified/Protected Health Information (PHI)
- Creating a general structure or outline is helpful to guide further sessions.

**Some sample phrases and open-ended questions** to help foster conversation during the introductory phase:

- I'm excited about working together over the next several months. In a little bit, I'd love to share a bit about myself and how I got involved with MAVEN, could you share with me your personal background?
- Ask them to describe their clinic, i.e. location, number of providers and types, support staff, supervisors, patient population.
- Have you ever been a part of a formal mentoring relationship (either as a mentor or mentee)?
- What are some of your goals or expectations for participating in this mentoring program?
- Any specific issues or topics that you'd like addresses during our sessions together?
- This mentoring relationship is strictly confidential, but with your permission, if there are any overarching themes that come up that could help your organization improve, I'd like to share these during our mentor feedback session.
- What made you decide to go into medicine?
- Why did you choose to work at your clinic?
- What do you enjoy most about your work and find rewarding?
- What is the hardest part about your practice?
- Are you interested or willing to do outside reading or questionnaires to supplement our sessions?
- Discuss whether you would offer to be available to check in with the mentee between sessions.
- Review Mentor/Mentee Tips guide (pending)



**Helpful articles** to share during introductory sessions to spur conversation and help focus goals for the mentoring relationship:

1. [Why Mentoring Matters and How to Get Started, 9/26/18, Schumer](#)
2. [Personal Best, 10/3/2001, Atul Gawande](#)

[Physician Coaching: Clinicians Helping Clinicians on the Things That Matter Most](#)