

BEING A MENTOR OR MENTEE

POSSIBLE AREAS OF FOCUS:

- Transitioning from residency to practice
- Day-to-day challenges of practicing medicine
- Specific questions about medicine and surgery
- Work-life balance

SUGGESTED ACTIVITIES:

- Advising mentees about career opportunities, decisions about joining a practice, fellowship options
- Attending events together such as continuing education offerings or WVSMA meetings
- Taking advocacy leadership roles by attending WVSMA's Healthcare Summit, becoming a voice at the local and national level, and supporting public health issues
- Supporting mentee research initiatives and providing information on awards, grants and WVSMA programs
- Pursuing a WVSMA leadership role

HOW DO I START?

Create an individual profile to be paired by visiting

wvsma.org/wvsma-mentorship-program

Profiles will not be shared with third parties.

FAQ'S

1. **I'm not a WVSMA member. Can I join the mentorship program?**
Participation in the program is a member benefit. Learn more about becoming a member at wvsma.org.
2. **How long does it take to make a mentorship profile?**
A mentorship profile can be completed in about 5 minutes.
2. **Once I sign up, how long will it take to be matched?**
Matches are done on a rolling basis. Most individuals will be matched within two weeks, but if you are seeking a more specific type of mentor/mentee relationship, it could take longer to find a suitable fit.
3. **What will my match be based on?**
Matching is based on different categories, such as type of practice, specialized skills, subspecialty, region, etc.
4. **Can I be rematched if my mentor/mentee isn't a good fit?**
We would be happy to rematch to provide both parties a positive experience. Contact us!

QUESTIONS?

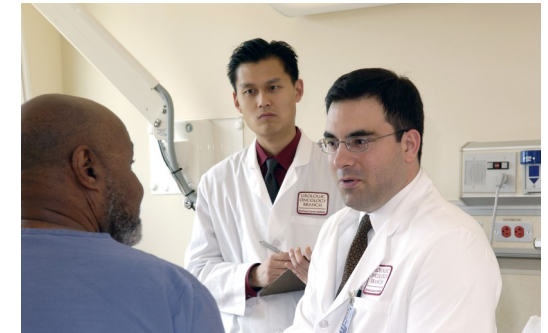
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West Virginia
State Medical
Association

Mentorship Program

*A member
benefit*



The WVSMA advances health and promotes quality and safety in the practice of medicine in West Virginia by representing the interests of patients, public health, and physicians.

WHAT CAN I EXPECT?

KNOWLEDGE: Provide mentees with performance and improvement feedback suggestions.

EXPERIENCE: Build a partnership focusing on personal and professional development. A mentor shares experience and networks and challenges the mentee to grow in a safe environment.

ADVICE: Provide information or an opinion about what the mentee should do in a specific academic or personal matter. A mentor gives honest input on handling difficult situations.

Mentors are individuals with personal and professional experiences enabling them to provide advice, education and guidance. The scope and focus of mentoring relationships varies. It reflects the participant needs.

PROGRAM GOALS

1. Share expertise, knowledge and skills
2. Demonstrate enthusiasm and optimism about the mentor-mentee relationship and the fields of medicine in which the mentee shows interest
3. Promote ongoing learning and growth
4. Provide constructive feedback and guidance
5. Help members set personal and professional goals
6. Help members celebrate accomplishments

ROLES OF THE PARTIES

WVSMA

The WVSMA staff will facilitate the program.

- Provide education on how to successfully serve as a mentor
- Match mentees to mentors
- Suggest modes of communication and activities intended to enhance the mentor- mentee relationship
- Host mentorship events at WVSMA meetings
- Outline the advantages, guidelines, limitations and intent of the mentorship program
- Assist in identifying potential participants' needs and objectives for potential mentoring partnerships
- Maintain and evaluate the program's activities for ongoing modification and improvement



MENTOR

The mentor should:

- be interested, involved, positive and supportive.
- provide feedback on the mentee's ideas and questions.
- act as a role model.
- maintain confidences.
- demonstrate high standards of professionalism.
- communicate with the mentee.
- accept completion of the mentor-mentee relationship if advised by WVSMA.

MENTEE

The mentee should:

- discuss expectations.
- be receptive to constructive criticism and feedback.
- be respectful of the mentor's time.
- demonstrate high standards of professionalism.
- communicate with the mentor.
- accept completion of the mentor-mentee relationship if advised by the Mentorship Team.

WVSMA's Mentorship Program encourages intentional relationships through a formal mentor-mentee pairing program and informal networking at meetings and events. The program is open to WVSMA members who are students, residents and physicians in the first 10 years of practice after medical school.



