

Mentoring Chief Residents in Project Development

Qualities of a good mentor:

- Listening Skills
- Help with new skill development
- Help with realistic goal setting
- Introductions: Other resources, other mentors, etc
- Monitor progress towards goals

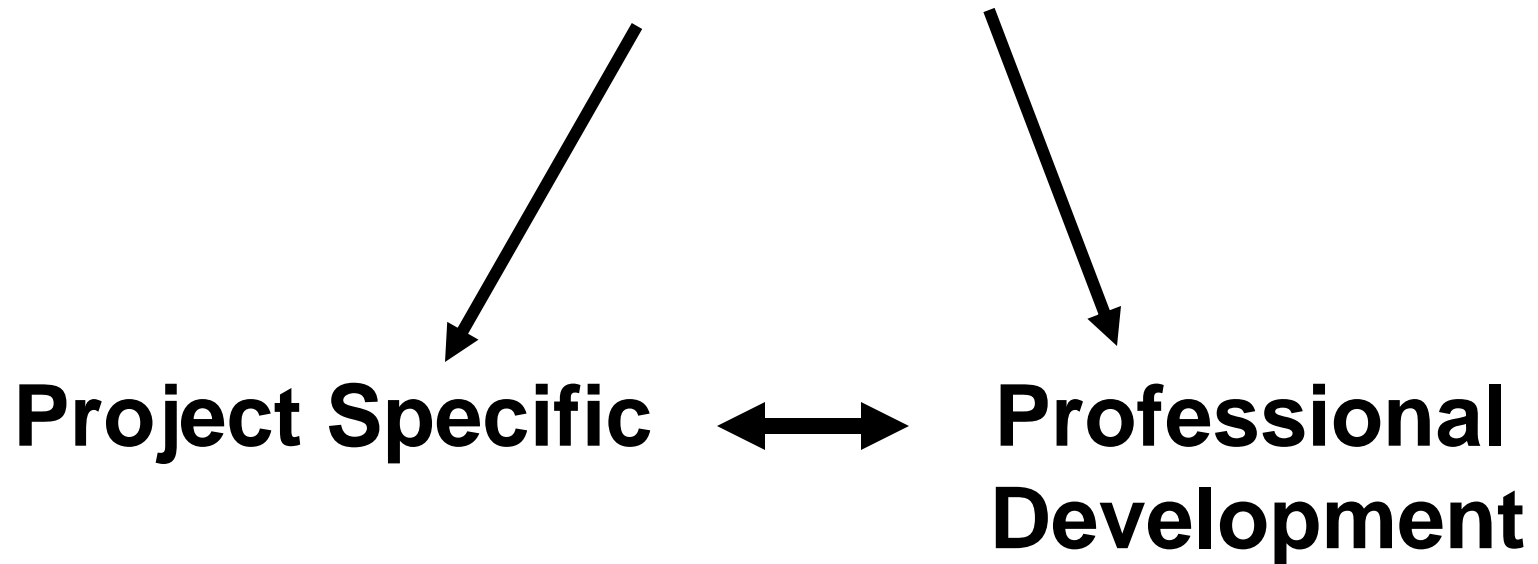
Role of Mentee

- Showing up for appointments
- Preparing in advance, completing tasks
- Identifying needs

RULE #1:

**Set clear and explicit expectations
up front for both mentor and
mentee**

Concept of “Micro-Mentor”



Guide for project development

- 1- **Goal Setting:** Where do I want to go and what do I need?
- 2- **Planning:** How do I get there?
- 3- **Benchmarking:** How will I know when I have arrived?
- 4- **Reflection and Context:** Where does this fit in the “big picture”?
 - Reflection - We learn by doing and realizing what we did
 - Structured autonomy: Self assessment followed by feedback for the “reality check”, to compare and validate