



Mentoring Guide

Your Path to Personal and Professional Growth:
A Guide to Building Successful Mentoring Relationships

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Contents

Introduction tWhat is Mentoring?	3
Aims and Goals of Mentoring Relationship.....	4
The Mentoring Relationship: Rights and Responsibilities	4
Challenges to Effective Mentoring.....	5
Getting Started	5
Goal-Setting template.....	5
Further information	5
References	6

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Challenges to Effective Mentoring

Like anything worth doing, mentoring can have its bumps. Burnout and depression are common in the medical field, and these issues might surface in mentoring sessions. If you, as a mentor, notice signs of distress e.g. clinical depression or excessive anxiety, direct them to resources that can help.

www.convergeinternational.com.au

- x Employee Assistance Programs offered by RANZCOG
- x Confidential counselling is available
- x Australia 24/7 number 1300 687327
- x Aotearoa New Zealand 24/7 number 0800 666367

For more information, visit www.convergeinternational.com.au

- x 24 hour telephone help line 1800 006888
- x Confidential service available to all doctors and medical students
- x Can be used by the doctor themselves or by concerned friends and family

Getting Started

Before starting a mentoring relationship, it's important to set clear goals and expectations for both the mentor and the mentee.

- x Set goals for the mentoring relationship
- x Review past progress (both academic and professional)
- x Identify tasks the mentee can start working on
- x Establish a follow-

References

1. Santiesteban L, Young E, Tiarks G et al. Defining Advising, Coaching and Mentoring for Student Development in Medical Education. *Cureus*. 2022;14(7):e27356. <https://doi.org/10.7755/cureus.27356>

