

Mentoring: Two Success Stories with No Limits

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INTRODUCTION

Mentoring is the undertaking of teaching, advising, coaching, & nurturing that expands overtime to enhance the mentees professional performance and development. Mentorship has many benefits, both for the mentee and the mentor. Mentorship can be used as a tool to help you advance in your career and personal life and successfully navigate the many challenges in the fast-paced, dynamic perioperative world.

MENTORING STATISTICS

- 87% of mentors & mentees feel empowered with increased self-confidence
- 89% of mentees will mentor others
- 37% of professionals have a mentor
- 79% of millennials are happier with their career
- Mentoring raises the underrepresentation of the underrepresented
- Mentors are 6x more likely to be promoted
- Mentees are 5x more likely to be promoted

BENEFITS

Mentor:

- Development of long-term relationships
- Sense of fulfillment and inspiration
- Great satisfaction derived from helping develop the next generation of nurses
- Role-model reputation
- Increase self-awareness

Mentee:

- More satisfied & committed to their profession
- Receive higher performance evaluations
- Earn higher salaries
- Faster career progression
- Builds self-confidence
- Increases self-awareness

OUR STORY

When Darlene and Angel met in 2019, they felt an instant connection. Angel was finishing up her internship & Periop 101, and Darlene was an expert perioperative clinician. Months later, Angel asked Darlene to serve as her mentor. Darlene was elated because she had not been formally invited to serve as one's mentor. Darlene researched how to be an effective mentor because she wanted to be the best she could be to help Angel reach her full potential. Their formal relationship began with setting boundaries, goals, and expectations. They both worked on earning advanced degrees in different educational paths. Despite being pressed and stressed for time, they found their weekly talks invaluable, inspirational, and rejuvenating. They laughed, cried, and cheered each other along. In 2022, Darlene and Angel earned their advanced degrees and, along the way, earned specialty certifications. They wanted to share their story to inspire others to serve in mentorship because they are convinced there are no limits to where it can lead both the mentor and mentee.

EFFECTIVE MENTORING TIPS



MUTUAL GROWTH



2019

Darlene Murdock, BSN, BBA, RN CNOR, CSSM (L)
Angel Beard, BSN, RN (R)



2023

Darlene Murdock, MSN, BBA, RN, CNOR, CSSM (R)
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LESSONS LEARNED

- Mentorship is what you make it. Like any relationship, it takes time, work, and commitment.
- Be authentic: stay true to yourself and what you want out of the relationship.
- Be trustworthy. Trust is a must!
- Be an active listener especially when it comes to generational differences. Listen with empathy in order to understand.
- Embrace each others' differences and support each others' goals.
- Take your role as a mentee or mentor seriously.

CONCLUSION

Professional nurses have an obligation to give back to our profession by mentoring the next generation. Those new to our profession have an obligation to strive to be the best they can be and seeking a mentor can assist with reaching their full potential. We discovered that the mentorship benefits stated in the literature to be true. However, time, mutual respect, commitment, and trust are essentials, as with any other relationship.

REFERENCES

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