

# MENTOR'S ROLE AND RESPONSIBILITIES

“Mentoring supports a process that is about enabling and supporting  
– sometimes triggering – major change in people’s life and work”

*Clutterbuck & Megginson*

In postgraduate medical education training, the resident is expected to use various resources and tools to develop their understanding, knowledge, and skills in their selected area of training. To support the resident during this process, the Urology Residency Training program will appoint a mentor to the resident. The mentor will be a staff surgeon who has volunteered their time to work with the individual resident in an informal environment: providing guidance in assigned readings, feedback on research, direction with career planning and elective choices, advice on time management and studying skills and techniques. When a mentor is selected for a resident, the chief resident works with the Program Director to find similar personalities to ensure compatibility with the mentor and the resident.

## **Mentor’s Responsibilities**

The mentor will:

- manage the learning experiences for the resident
- manage the development of the relationship with the resident
- recognize and assist with appropriate learning strategies for the individual resident
- facilitate learning
- invest time and effort in the resident and actively participate in the residency program
- maintain regular contact with the resident

The role of a mentor can change, so mentors may add to this list of responsibilities. If there are any additions, mentors will clarify with the resident at the beginning of a learning program and note down what has been agreed to, how often you will meet, where and how long for etc, so that the mentor and the resident are both clear as to each role’s responsibilities. Mentoring creates a partnership between two individuals, and it is through this partnership that residents will develop and grow into capable and knowledgeable surgeons.

## **Resident’s Responsibilities**

The resident will:

- be eager to learn
- have the willingness to work as a team player
- listen
- have patience
- have a positive attitude
- commit to following through with projects and assignments
- be able to ask for and receive feedback
- maintain regular contact with the mentor

Mentoring is a two way process, however, as the resident you are expected to drive the relationship forward. Through the mentoring relationship, a supportive environment is developed, in which successes and failures can be evaluated. Mentor partnerships are a powerful learning tool to acquire competencies and enhance professional experience. This means establishing and maintaining contact with your mentor, being proactive and setting objectives for your residency.

Through this mentoring program, improved communication between residents, staff surgeons and other care team members is developed. Mentoring fosters an increased development in leadership and management skills vital for future leaders of research, teaching, and practice of medicine. The residency program is enhanced through this process creating a diverse and supportive working and learning environment.

“I guess because I had so many people influencing my life. I wanted to cater this foundation to mentoring and guiding. Because that is ultimately, how I got here.”  
*Tiger Woods*

DRAFT