

The Secret Ingredient: Grow your Leadership and Behavioral Health Clinical Skills Through Effective Mentorship

Presenters

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Defining Mentorship and Stages

Definitions

Professional mentorship is geared towards facilitating the professional growth of individuals by providing wisdom, guidance, support and the transfer of knowledge from experienced mentors to mentees.

Professional mentorship is a professional alliance in which individuals work together over time to support the professional growth, development and success of the relational partners through career and emotional support.

Defining Mentorship and Stages Continued

A reciprocal learning relationship in which the mentor and mentee agree to a partnership, where they work collaboratively towards mutually defined goals that will develop the mentees skills, abilities, knowledge and thinking.

Professional mentoring differs from professional coaching, youth mentorship (like Big Brothers Big Sisters), and 'ghost admiration'.

Defining Mentorship and Stages Continued

Stages

- Admiration
- Rapport Building
- Goal Setting
- Problem solving (feedback, support, brainstorming, encouraging, advice, suggestions imparting wisdom, evaluation of outcomes etc).
- Mutual respect and admiration
- Projects together
- Friendship
- Learning from each other
- Mutual mentoring and sharing of wisdom
- The mentee becomes the mentor's mentor

Benefits of Mentorship

- How both the mentor and mentee in behavioral health settings benefit

Mentee

- Skill Development
- Increased Confidence
- Networking Opportunities
- Goal Setting and Achievement
- Emotional Support

Mentor

- Professional Growth
- Personal Satisfaction
- Staying Updated

- Mentorship vs. sponsorship and advocacy.

Select a Mentor and Goal Setting

- “I think I can learn from you!”
- Short and long-term goals

"Most people overestimate what they can accomplish in one year and underestimate what they can accomplish in 10 years." Tony Robbins

"If you're still in the game 10 years from now, you'll probably be successful." Ice T.

"It is better to travel than it is to arrive." Buddha

Cultivating a Mutually Beneficial Relationship

- Quality question-Reflecting on your experiences and observations, what key elements do you believe are essential in establishing and maintaining a mutually beneficial mentorship relationship?
- How can mentors and mentees create a dynamic where both parties feel supported and valued?
- Strategies for establishing and maintaining a productive mentor-mentee dynamic.
- Best practices for mentors to support mentees.

Leadership Growth and Enhancing Clinical Skills

- Quality Question Opener- “Does anyone have experience working with a mentor to help you grow clinically? How did that occur?”
- Discuss how mentorship can be a powerful tool for leadership development
- Techniques for using mentorship to improve clinical competencies.

Navigating Vulnerability and Mentorship Challenges

- Insights on embracing vulnerability within professional relationships.
 - Embracing Vulnerability
 - How to “ask” for help
 - Authenticity
 - Resilience Development
- Addressing the ups and downs and learning from the journey
 - Setting/Managing Expectations
 - Maintaining Consistency
 - Following-up

Leaving a Legacy

- Legacy goals "What legacy do you want to leave the field?" What will you do this year towards that legacy?"
- What do you want to leave the next generation?
- What would a graceful exit look like for you?

Q & A and Closing Remarks