Self-Mentoring: The Essential Paradox

Jane Manning MSN, RN
Reflection
My Plan

• Compare & contrast the concepts of mentoring, coaching, self care & self mentoring

• Identify three intentional strategies for self-mentoring
**Mentor**: A mentor actively serves as a teacher, guide, sponsor, patron or advisor

**Mentoring**: A process by which one is guided, taught and influenced in important ways
Preceptor: A supervisor and teacher of new skills to a novice, particularly in the clinical setting

Role Model: An individual representing and demonstrating desirable values and characteristics, sometimes from afar and for a short duration of time
Mentoring research 1992

• STTI Chapter Presidents (N=303)

• 65% respondents

• Darling’s Measuring Mentoring Potential Scale based on characteristics identified by nurses as significant

• Research questions
• Model
• Envisioner
• Energizer
• Investor
• Supporter
• Standard-Prodder
• Teacher-Coach

• Teacher-Coach
• Feedback-Giver
• Eye-Opener
• Door-Opener
• Idea-Bouncer
• Problem-Solver
• Career Counselor
Findings

• 85% had been mentored; 14.8% had not

• Of the 14 characteristics, **Model** was rated highest followed by **Envisioner, Investor, Supporter & Idea Bouncer**

• “What else would you like to tell me about mentoring”
Fast forward to 2017

• Coach: Formalized approach often utilizing a contract “Life Coach” or “Career Coach”

• Self Care: Often associated with work-life balance. Involves healthy practices which incorporate exercise, good nutrition, emotional well being and spirituality
Self-Mentoring

What a paradox... or is it?

Mindset shift which capitalizes on strengths of the person who knows you best...YOU!

Food for thought...
• The last time you applied for a job...
• The last time you were asked to be on a committee...
• The last time you had a performance review...
• Being in the right place at the right time... OR placing yourself in the right place at the right time
• Actively networking such as professional organizations

• Talk to yourself!

• Create possibilities!
PARTICIPATE!

GET IN THE FRONT ROW OF YOUR LIFE.

When you make a mistake say,
“HOW FASCINATING”

QUIET the voice in your head.

Live in radiating possibility.

Become a part of the SONG!

INVENT a new game.
Intentional strategies for creating your self-mentoring plan...
Thank You!