



Mentoring

Have you ever thought of being a Mentor? Have you ever thought of having a Mentor? Take a look to see why you might answer yes to either of the above.

Here at the NHS Leadership Academy South West, our vision is “To develop outstanding healthcare leadership across the South West, in order to improve people’s health and their experiences of the NHS and wider Health and Social Care”, and we believe increasing the capacity and capability of Mentors and Coaches will support this vision.

Throughout 2021/2022 we have been providing our EMCC awarded EQA Mentoring Programme to colleagues in Primary Care. Mentors from these programmes have been able to support colleagues (Mentees), using mentoring practices. We have taken the opportunity to hear their stories and experiences and share some of these with you over the next few pages of this booklet. We hope these will provide you with some insight into why you may find having a Mentor beneficial, or why being a Mentor may be a next step in your own development.



What is Mentoring?

Mentoring is a developmental relationship in which one person (the Mentor) – usually someone more knowledgeable helps another (the Mentee) to discover more about themselves, and develop their potential capability.

This is achieved through a professional friendship designed to support career progression, widen an individual's networks, develop leadership capability and improve performance.

These improvements can lead to increased job satisfaction, while they also help to support the link between an individual's role and their impact on patient care, benefiting the organisation and the NHS as a whole.

Why access Mentoring?

Mentoring can support an individual by encouraging independence and self development whilst helping to identify opportunities for future development.

Why become a Mentor?

Being a Mentor helps you to build your own leadership skills, enabling you to develop both personally and professionally. It is a great opportunity to "give something back" and support colleagues at different places in their career journey, whilst also gaining new perspectives and insights yourself.

**Have you ever thought of being a Mentor?
Or have you ever thought about having a Mentor?**



**Sign up to our
Mentoring Register
here.**

**If you would like to find out more please contact us
via leadership.sw@leadershipacademy.nhs.uk**



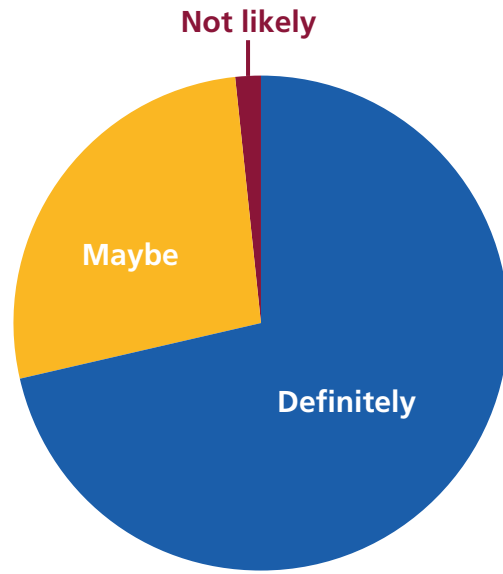
What our Mentors and Mentees said about their experiences...

1. How do you feel about Mentoring in general?



Very positive – 52%
Positive – 48%

2. Would you seek Mentoring in the future?

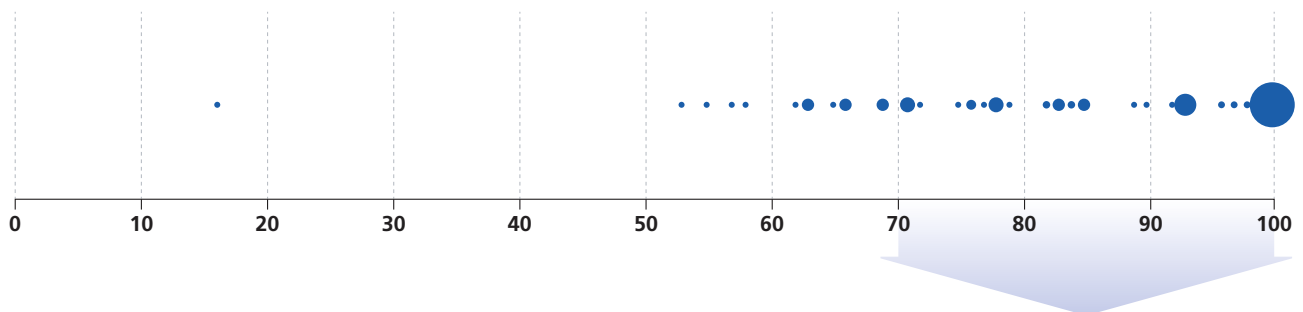


Definitely – 70%
Maybe – 28%
Not likely – 2%

3. Mentoring should be accessed...

From time to time for work related concerns

On a regular basis to support personal, career and professional development



Over 82% of respondents felt that Mentoring should be accessed on a regular basis to support personal, career and professional development



Some experiences shared by **Mentors...**

Theme: **Planning for the Future**

Personal power to develop a satisfying working life



I think being able to support young GPs to be in the driving seat of their career rather than a backseat passenger has been the greatest insight.

Theme: **Giving Back**

Mentoring can lead to transformational change



I have been mentoring for 5 months now; what stands out is the ability to discuss topics that matter to the Mentee, but also resonate with me as well. It made me realise how powerful mentoring can be. The satisfaction that helping a peer brings is hard to describe until it's witnessed personally.

Theme: **Confidence and Wellbeing**

Believe in yourself



For myself it has been a rewarding process. From feedback, I have helped newly qualified GPs take the next step in their development. One of my Mentees had issues with self confidence and was very self critical. With the mentoring sessions, their confidence was improved and we reflected on the advantages and disadvantages of being self critical. By re-framing this issue, the Mentee turned a negative into a positive.

Theme: **Confidence and Wellbeing**

Uncovering the benefits of mentorship



The recognition that, as a Mentor, I had as much to learn from my Mentee as I could offer in return and so I am now trading wisdom for knowledge and perspective.



Some experiences shared by **Mentees...**

Theme: **Change of Mindset**

Focused goal-setting and motivational reflection



My first mentoring session was really useful and I felt much more positive and focussed after the discussion. It was really useful to speak to someone outside of my practice and get different eyes on situations / problems. In our first meeting, I was feeling quite low and negative. Speaking to my Mentor and the reflective discussion we had really changed my mindset. I was left feeling energised and much more positive with a plan in place to think about my future and the steps I could take to achieve my goals.

Theme: **Planning for Future**

Preparing for partnership



My mentoring time has been key in preparing me for the next step of my career in partnership and has given me the confidence to approach meetings / situations with confidence

Theme: **Confidence and Wellbeing**

Mentor gives a new perspective



I was feeling a bit hopeless. When my Mentor & I were talking about changes I wanted to be made to my job, my Mentor gave me the confidence to ask for these changes by pointing out all the evidence that I was a valued member of the team. They helped me to see things from another perspective and allowed me to realise my own worth in the team.

Theme: **Confidence and Wellbeing**

Responsibility Pie



I have benefited greatly from mentoring. I had struggled with a significant event at work and feeling over responsible for the outcome and perfectionistic thinking. Talking this through and my thinking behind it and learning about the responsibility pie and good enough being good enough and learning to stop and think and question my thinking has really helped.



We asked both Mentors and Mentees to share one thing that surprised them about their Mentoring experience. They said...

MENTOR

How much I have learnt about myself along the way

MENTEE

How easy I found talking about my challenges with my Mentor.

MENTOR

How strong the need to help my colleague was; it was only when they reached out that I realised how difficult a time they'd had and that my initial assumptions about this were wrong; it emphasised the need to enter mentoring with an open mind.

MENTEE

The ability of my Mentor to change my outlook on things, but in an extremely supportive way. They helped me to turn a difficult issue into one that was a good learning experience. My Mentor is absolutely brilliant and a very experienced and caring doctor.

MENTOR

My reaction when Mentees literally 'come alive' as we work together. I have also benefited from being a Mentor.

MENTEE

How much we can talk openly and honestly - complain and make jokes!



We asked both Mentors and Mentees to share a piece of advice they would give to someone new to Mentoring. They said...

MENTEE

Be open and honest in order to get the most out of your session.

MENTOR

This is your time to develop so make the most of it.

MENTEE

Relax, don't try to find all the answers.

MENTOR

Start with an open mind and focus on what matters to you most. Also, accept minor setbacks and learn from them.

MENTEE

Try and have some goals for the sessions to use the time more constructively.

MENTOR

Give it a try; willing participants can learn a lot from a mentoring relationship provided they approach it as an opportunity to learn about themselves as people and professionals.

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