

Mentoring for mentees

Are you interested in additional professional networking and support in your psychiatry career?

The RANZCP mentoring program provides eligible trainees and early career psychiatrists with access to confidential, non-supervisory support from another, more experienced psychiatrist. It offers valuable support and professional inclusion, access to a collegiate network, and professional guidance towards achieving long-term career goals.



What's involved?

Eligible mentees will be paired with an experienced psychiatrist based on their identified needs and interests. You will be invited to attend an introductory workshop to meet with your mentor and identify your shared aims and goals for the program. You will then be expected to communicate on a regular basis with your mentor (approximately 1–2 hours per month) for a total duration of 8-months (April–December).

Am I eligible?

Participation as a mentee is open to:

- all current trainees (associate members)
- early career psychiatrists who are in their first two years post-Fellowship

Please express your interest at www.ranzcp.org/mentoring

For further information, please contact mentoring@ranzcp.org

What do mentees need to demonstrate in the program?

Mentoring is a complementary personal and professional support system, suitable to be accessed across the career life-cycle of all psychiatrists. Key factors in getting the most out of your mentoring partnership include:



willingness to reflect on your own practice and development



allocating time and energy



willingness to seek and accept feedback



having realistic expectations



willingness to challenge yourself



initiating and driving the partnership

Practical tips for your mentoring partnership:

- ask for your mentor's insights and advice
- connect to others with your mentor's assistance and expand your networks
- ask about books or resources that have helped your mentor
- reflect on situations from a range of perspectives
- get your mentor's support to 'stretch' yourself
- role play a difficult conversation before it takes place
- debrief experiences – gain insights into yourself and others
- brainstorm ideas – look to the future
- ask questions – even the 'silly' ones!
- just ask your mentor to listen to you



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