

# Mentoring for mentors

## Are you interested in mentoring the next generation of psychiatrists?

Mentoring is a complementary personal and professional support system, suitable to be accessed across the career life-cycle of all psychiatrists. It is a particularly valuable non-supervisory support for those on the pathway to Fellowship or in the early stages of a 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 mentee and to identify the shared aims and goals for the program together with your mentee. You will then be expected to communicate on a regular basis with your mentee (approximately 1–2 hours per month) for a total duration of 8-months (April–December).

## Am I eligible?

Participation as a mentor is open to all Fellows and Affiliate members of the College (in Australia and New Zealand). Fellows will not be paired with trainees they are currently supervising.

Please express your interest at [www.ranzcp.org/mentoring](http://www.ranzcp.org/mentoring)

For further information, please contact [mentoring@ranzcp.org](mailto:mentoring@ranzcp.org)

### Some of the roles of a mentor may include:



establishing rapport and good communication with a mentee



suggesting and helping to setup learning activities to support mentee goals



providing alternative but complementary non-supervisory support



providing advice, guidance and encouragement



helping to monitor the context of discussion



progressing the learning and development aspects of the partnership



providing constructive feedback

## Practical tips for your mentoring partnership:

- share stories and advice
- connect your mentee with others
- share resources that have helped you along the way
- help your mentee to reflect on situations from a number of perspectives
- challenge your mentee to 'stretch' themselves
- engage in role play of a difficult conversation
- debrief on experiences, gain insights
- share research
- brainstorm ideas
- just listen



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