



## JO VOICE: *Mentoring* *December 2017*

### Prepared By:

*The information below, developed by CAPT Sara Newman in collaboration with the Junior Officers Advisory Group (JOAG), is designed to serve as an unofficial guide. Please refer to USPHS websites for changes or updates to any of the below information.*

### Questions/Responses

1. As a mentor, how do I deal with non-responsive mentees? After sending emails and making calls and not getting any response should I continue to contact or wait for them to contact me?  
*I wait for them to contact me. Mentoring is a relationship. If the mentee does not make the effort, even after my several attempts, it may not be a workable relationship. But the burden of reaching out should rest mainly with the mentee.*
2. How do you document informal (not through a PAC or PAG) mentorships on your CV? eOPF?  
*I indicate on my CV the number of mentees I have.*
3. Are officers required to have mentors?  
*No, but it is wise to have mentors and mentees throughout one's career.*
4. How does an officer cleverly discontinue mentors who are not helpful without causing fear of rift or rejection?  
*This may depend on the situation, but this should not be hard. Under one circumstance, you might let him/her know you simply don't have the time to put into it at this time but appreciate the help (because being a mentee requires preparation and time). I think we could go through scenarios on this and, again, the way it is handled could differ depending on the situation.*
5. Is an officer required to list the name of his/her mentor/mentee in the CV?  
*No*
6. What are all the avenues to obtain mentoring or become a mentor? Besides mentoring at the PAC level, what other mentor/mentee programs are available and how do I apply?  
*There are numerous: through one's job, outside activities, Corps activities. I started a mentorship with an officer I met on the plane on the way to the COA conference! Mentoring is all about building a trusting relationship and it is a relationship in which both parties benefit. A mentor-mentee relationship is good to build with people inside and outside your field and with someone who has qualities you admire. You don't need a program to be or to find a mentor.*