



U.S. Public Health Service Nursing - TIP OF THE MONTH

Protecting, promoting, and advancing the health and safety of the Nation

January 2017

Mentorship

Mentor and Mentee

Mentorship can help another person maximize their career potential; whether through a formal, structured mentoring program or through informal mentoring. Mentoring or being mentored is not age specific; we all have experiences and expertise that can be shared with others. The PHS Nurse Mentoring Program is provided as a resource. The program provides an opportunity for senior officers, who have been approved as mentors by the Nurse Professional Advisory Committee (N-PAC), to share their perspective with officers who could benefit from their knowledge and experiences.

To enhance the professional growth of nurses, the N-PAC established the Career Development Subcommittee (CDS). One of the objectives of CDS, is to provide mentorship to Nurse Corps Officers that will offer assistance, career development resources and support of the officers professional career goals. Consistent with these goals, the CDS launched the Mentoring Work Group (MWG). The mentoring program consists of five groups. Each group is led by a Mentor Coordinator, who is assigned approximately 10 senior officers serving as Mentors. Upon their request, nurses will be contacted by an assigned mentor to develop a mentorship program best suited to their needs.

It is strongly encouraged that all nurse officers, both junior and senior, be involved with mentorship; whether formally through the Nurse Corps Mentoring Program, or informally within their assigned agency. Being proactive in the mentoring process provides an opportunity to share your knowledge, experiences, insight and guidance to support and develop highly qualified nurses and future leaders. It will also provide an opportunity to gain broader perspectives about Public Health Service (PHS) nursing, including its values, norms, expectations and culture. Mentoring can empower nurses to be more proactive in planning, development, growth, and achieving their professional goals, thereby enhancing their ability to make productive career decisions.

In order to be a mentor, and an effective one, one must care. You must care. You don't have to know how many square miles are in Idaho, you don't need to know what is the chemical makeup of chemistry, or of blood or water. Know what you know and care about the person, care about what you know and care about the person you're sharing with. — Maya Angelou

Request a Mentor:

The MWG provides a resource to request a mentor. To access, click "[Request for a Mentor](#)".

When requesting a mentor, please provide the following information:

- Name and Rank
- Contact information (email address, phone, etc.)
- Agency/Duty Station

Colleagues are a wonderful thing – but mentors, that's where the real work gets done. — Junot Diaz

When to Prepare for Promotion:

Many people say “now” is the time to prepare for promotion, but many officers realize “yesterday” is the time to prepare for promotion.

Successful advancement can be measured by your effort.

NOTE: Mentoring has been added to the Officership Nurse Category Benchmarks.

Click for current Nurse Benchmarks [2017 NURSE CATEGORY BENCHMARKS](#)

The following tab provides promotional information: [Promotion Menu](#)

Reminders and Helpful Information:

The CDS Co chairs recently revised the Nursing CV template to include contact information: Employee ID, address, phone number, and email address. Additional information is provided:

- Don't forget to update your new email address in the PHS-Nursing List Serv (see below) or notify any committees you're a member.
- Military.com contains many articles featuring moving advice and service members experiences when changing duty stations. The following is one featured article: [It's Permanent Change of Station Time of Year](#)

The road to promotion is always under construction.

[TO REQUEST A MENTOR](#)

[PHS-NURSE LIST SERV](#)

Point of contact: CDR Jonathan Paulsel and CAPT Casey Hadsall, for the Mentoring Workgroup

N-PAC Career Development Subcommittee.