



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

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



July 2017

Mentorship



### Mentor and Mentee

Mentorship is a key component to developing your professional career whether you are the mentor or the mentee. Mentorship is a partnership that benefits both parties. Being active in the mentoring process provides a mentor an opportunity to develop leadership skills while sharing knowledge, experiences, insight and guidance to support and develop highly qualified nurses and future leaders. It also provides both participants an opportunity for networking. Participation in the mentorship program is not age or rank specific and does not necessarily have to be linear, we all have experiences and expertise that can be shared with others.

*One of the greatest values of mentors is the ability to see ahead what others cannot see and help them navigate a course to their destination.- John C. Maxwell*

Mentoring can be provided by either an informal or formal, structured mentoring program. 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 officer's professional career goals. Consistent with these goals, the CDS launched the Mentoring Work Group (MWG). This program provides an opportunity for 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. The mentoring program consists of five groups, each led by a Mentor Coordinator who is assigned approximately 10 officers serving as Mentors. After submitting a request, a nurse will be contacted by a mentor. Like a career in the Commissioned Corps, a mentor-mentee relationship develops over time and helps to foster officership, professionalism and nursing excellence, the triad of the USPHS.

It is strongly recommended and 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. Mentorship provides participants 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.

#### 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 they should have been more prepared "yesterday".

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

Click for current Nurse Benchmarks [2017 NURSE CATEGORY BENCHMARKS](#). The 2018 Benchmarks will be available in October 2017.

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

#### Reminders and Helpful Information:

- As of May 15, 2017, officers now access the Officer Secure Area of the Commissioned Corps Management Information System via the Access Management System. For more information visit the [Guide to New Login Procedures for the CCMIS Officer Secure Area](#)
- 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.
- MOAA has just released an article addressing the upcoming changes to TRICARE: [TRICARE Changes Coming Soon](#)



[TO REQUEST A MENTOR](#)

The road to promotion is always under construction.

[PHS-NURSE LIST SERV](#)

Point of contact: CAPT Casey Hadsall, CDR Jonathan Paulsel and LCDR Anastasia Hansen  
for the Mentoring Workgroup N-PAC Career Development Subcommittee.