



# U.S. Public Health Service Nursing

## May 2016 Tip of the Month



## Nurse Mentoring Program

**Mentoring — What is it?** Mentoring is a symbiotic relationship aimed at advancing careers and career satisfaction for both the mentor and the mentee. In this long-term relationship, the mentor guides the mentee while creating a supportive environment and facilitating growth and transition (Hill & Sawatzky, 2011).

**What services are available?** 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).

### What to look for in a mentor:

- ◆ At least 3 years of working experience, an interest/passion for mentoring, good decision-making, and accomplished clinical and communication skills
- ◆ Mentors are more experienced in the professional field who offer career guidance, advice and assistance from a “real world” point of view (Forbes, 2011)

### Tips for maintaining a satisfactory mentor/mentee relationship include:

- ◆ Keep communications open
- ◆ Define expectations
- ◆ Actively participate... and stay positive!



**What are the benefits?** Effective mentoring leads to increased job satisfaction, stress reduction, as well as improved self-efficacy, decision-making, and confidence. All nurse officers, both junior and senior are encouraged to 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 knowledge, experiences, insight and guidance to support and develop highly qualified nurses and future leaders. Also, mentoring can greatly assist with promotion preparation.

**Would you like a mentor?** Reach out to a senior nurse & ask to shadow him/her. Inquire about career experiences and choices that he/she has made. You may also request a mentor at the link below and/or at this email address: [usphsmsgmentor@aol.com](mailto:usphsmsgmentor@aol.com)

**Interested in serving as a mentor?** Please stay tuned! CDS is not currently accepting mentor applications since all positions are filled. If more positions open, the application period will be announced via the N-PAC Listserv. Also keep in mind you may get involved as a mentor through your agency or community.

**Additional References:** Yuanyuan Zhang, Yan Qian, Juemin Wu, Fule Wen, Yaqing Zhang; The effectiveness and implementation of mentoring program for newly graduated nurses: A systematic review; Nurse Education Today; Volume 37, February 2016, Pages 136–144

Journal of Professional Nursing 2011 May-Jun;27(3):161-7. doi: 10.1016/j.profnurs.2011.02.004, Transitioning into the nurse practitioner role through mentorship.

Forbes, Oct 31 2011; <http://www.forbes.com/sites/lisaquast/2011/10/31/how-becoming-a-mentor-can-boost-your-career>

**PHS-NURSE LIST SERV**

**TO REQUEST A MENTOR**

**P**oints of contact: CDR Anne McMillan, CAPT Lori Luu, CDR Jonathan Paulsel, & CDR Casey Hadsall  
Mentoring Workgroup, N-PAC Career Development Subcommittee.