

American Osteopathic College of Otolaryngology-Head and Neck Surgery

Be an AOCO-HNS **MENTOR** ... Make a Difference

AOCO-HNS MENTORING PROGRAM

To be a mentor is one of the highest callings. You are looked up to, admired, respected. You give guidance; you lead by example. You have a chance to make a difference in the life of another human being who will carry on your values.

As a mentor, you will be expected to give of yourself. You will be expected to answer questions and give advice. This is a one-year commitment, renewable for life.

What is in it for the member? No pay, no time off, no public accolades. Just the overwhelming satisfaction of knowing you have made a difference where it really counts: in the future of the profession which has been so good to you.

AOCO-HNS MENTORING PROGRAM GOALS

The AOCO-HNS Mentoring Program was created in 2005 under the leadership of Paul M. Imber, DO and David N. Madgy, DO, with these goals:

- To increase the percentage of DO students entering otolaryngology;
- To increase the percentage of DO students in osteopathic otolaryngology/facial plastic surgery programs; and
- To increase the percentage of graduating residents in DO and MD otolaryngology programs who become active participants in the family of osteopathic otolaryngology.

AOCO-HNS MENTORS

QUALITIES OF THE MENTOR:

- Interpersonal skills
- Organizational knowledge
- Professional knowledge
- Status in the profession
- Willing to assist in another's growth

BENEFITS FOR THE MENTOR:

- Satisfaction of helping
- Network of former mentees
- Become part of an expanded network of colleagues
- Rejuvenation
- Someone will "sing your praises"

COMMON CHARACTERISTICS/ SKILLS:

- Self-confidence
- Inspirational
- Supportive
- Competent
- Friendly, respectful of mentee's goals
- Honest
- Good listener
- Motivates well
- Empathizes well
- Is accessible
- Builds relationships
- Promotes professional growth

MENTORING ROLES AND FUNCTIONS:

Sponsor and Broker-

- Identify resources for career advancement
- Advice on career options and routes
- Introduce to contacts at meetings
- Open doors

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Teacher and Coach-

- Teach the ropes
- Help develop professional growth plans
- Identify resources to improve exposure

Caregiver-

- Share own personal experiences and stories
- Provide a forum for exploring personal and professional dilemmas
- Exhibit qualities of listening, trust and rapport
- Provide friendship
- Validate other's self-worth
- Serve as a confidant

Exemplar-

- Demonstrate valued behavior, attitudes and skills
- Demonstrate a clear professional identity
- Exhibit personal and professional confidence
- Demonstrate a personal vision of growth and change
- Practice teamwork where applicable

SUGGESTED MENTOR CONTACT SCHEDULE AND METHODS

It is recommended that you contact your mentee at least three to four times per year. Contact may be made via:

- Email
- Phone
- Lunch and/or Dinner
- Visit mentor's office
- Meet at national, state, regional meetings
- Meet during the Annual Clinical Assembly

AOCO-HNS MENTEE

QUALITIES OF THE MENTEE:

- Goal oriented
- Assume responsibility for one's own growth
- Receptive to feedback
- Clear about needs
- Willing to maintain contact
- Interested in setting future goals
- Committed to the relationship

BENEFITS FOR THE MENTEE:

- Individual recognition and encouragement
- Feedback and advice
- Knowledge of the informal rules
- Building contacts
- Increased self-esteem, self-confidence
- Greater career satisfaction

SUGGESTED MENTEE CONTACT SCHEDULE AND METHODS

You may contact your Mentor anytime you need assistance. It is recommended that you contact your Mentor at least three to four times per year. Contact may be made via:

- Email
- Phone
- Lunch and/or Dinner
- Visit mentor's office
- Meet at national, state, regional meetings
- Meet during the Annual Clinical Assembly

TO BECOME AN AOCO-HNS MENTOR OR MENTEE, complete the application form and fax back to the AOCO-HNS office at 937-233-5673.

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AOCO-HNS MENTOR APPLICATION FORM

PLEASE PRINT

AOA # _____

Name _____

Address _____

City _____ State _____ Zip _____

Phone Number _____ Email _____

Fax _____

___ I am close to _____ D.O. School
and am willing to mentor students.

___ I am close to _____ Osteopathic
Otolaryngology Residency Training Program and am willing to mentor residents.

___ I am close to _____ ACGME
Otolaryngology Residency Training Program and am willing to mentor residents.

___ I can mentor long distance via telephone, email, etc.

Please complete application and fax back to the AOCO office at 937-233-5673



AOCOO-HNS
4764 Fishburg Road, Suite F
Huber Heights, OH 45424
1-800-455-9404

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AOCO-HNS MENTEE APPLICATION FORM

PLEASE PRINT

AOA # _____

Name _____

Address _____

City _____ State _____ Zip _____

Phone Number _____ Email _____

Fax _____

Medical School _____

Date of Degree _____

Residency Program _____

Current Training Year _____

Please complete application and fax back to the AOCO office at 937-233-5673



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