



## Becoming a Mentor: Project Overview & Frequently Asked Questions

### **Purpose of the Project**

MentorLink is designed to develop partnerships between mentors and mentees. The project will introduce students and KCNA members to professional nursing activities, give new members a sense of belonging to the organization, and support nursing careers through connections with an experienced nurse. It is designed to be short-term, engaging and fun.

MentorLink will focus on different groups of mentees:

- \* KCNA nursing scholarship recipients and
- \* KCNA members who are new grads or new to a position.

In either case, mentees will be matched with experienced KCNA members who are interested in participating as a mentor.

Goals for Project:

- \*Provide support to KCNA scholarship recipients as they enter the nursing workforce.
- \*Provide support to KCNA members who are new grads or new to a position.
- \*Engage students and new grads in KCNA.

### **Becoming a Mentor: Frequently Asked Questions**

#### **1. I have a full workload, but I am interested in mentoring a nursing student or new grad/new to a position. What is the time commitment of the mentoring program?**

To have a successful relationship that grows, we ask that mentors and mentees commit to communicating regularly (at least once a month) as follow:

Student Project: 3-9 months

New Grad/new to a position Project: 3 months

Mentor teams may choose to continue their relationships beyond these timeframes. There will be a mandatory two-hour training and program kick-off on **October 24, 2018**, 5:30-8 p.m. As a mentor, you will be asked to participate in the evaluation of the program.

You and your mentee will determine how often you communicate, and also what methods you use: face-to-face (coffee, anyone?), email, phone or text.

#### **2. It's been awhile since I've been in school, and I have concerns about working with a nursing student or recent graduate. Will I need to advise about NCLEX, clinical skills, or nursing classes?**

We are defining the mentor role as someone who provides relational, cultural, emotional, and social support for nursing students, new nurses and those in a new position. The MentorLink program will offer supports that are not included in nursing education programs—the “soft skills” to being a RN. The mentor is available to support and provide guidance as students, new graduates, or someone new to a position progress through their professional career.

For example, a mentor may be able to:

- o Answer questions about being a student or novice nurse
- o Listen and understand the mentee’s stressors and successes in their clinical or work experiences
- o Provide advice about balancing the responsibilities of work, home, and school
- o Provide advice on the job search process
- o Give tips on job interview process and skills
- o Provide advice on transitioning into a new position

What a mentor is *not*:

- o A professional counselor or therapist
- o A nursing instructor
- o A clinical or technical skills instructor
- o A nurse recruiter
- o NCLEX expert or instructor

### **3. I am eager to share my experience and knowledge as a RN, but what types of support and training will I have if I agree to serve as a mentor?**

KCNA will sponsor orientation training where you will learn about best practices in mentoring, outlining goals, and objectives of the program. KCNA will also have a “point person” to go to in case you, as a mentor, have any questions or need additional information while working with your mentee. We want to support you in your leadership role as a mentor!

### **4. I’d like more information, or to speak with someone directly. Whom may I contact?**

Please contact the KCNA staff directly:

Rose Williamson, Member Services Director, [rose@kcnurses.org](mailto:rose@kcnurses.org), (206)545-0603  
or Sue Vermeulen, Executive Director, [sue@kcnurses.org](mailto:sue@kcnurses.org), (206)545-0603

**Ready to get started?** Complete the Mentor Application and return to KCNA, [kcnurses@kcnurses.org](mailto:kcnurses@kcnurses.org) by **October 15, 2018**.

Special thanks to the Washington Center for Nursing for allowing us to modify this list of Frequently Asked Questions. Modified August 2017