



## Becoming a Mentee: Overview & Frequently Asked Questions

### Purpose of the Program

MentorLink is designed to develop partnerships between mentors and mentees. The program 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 both projects, 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 Mentee: Frequently Asked Questions

#### 1. I am very busy with school, work, and family/home life. How would having a mentor help me?

A mentor is an experienced nurse who can provide relational, cultural, emotional, and social support for you while in nursing school, new grad or new to a position. Balancing the demands of school/work with family and community expectations can be challenging. The mentorship program will offer support that nursing schools do not formally offer.

For example, a mentor can:

- Answer questions you may have about being a novice nurse
- Listen to and may understand your stressors and successes of your clinical or work experiences
- Provide advice about balancing the responsibilities of work, home, and school
- Give guidance to the job search and interview process

What a mentor is *not*:

- A professional counselor or therapist
- A nursing instructor

- A clinical or technical instructor
- A nurse recruiter

## **2. I am interested in working with a mentor. What is the time commitment required for 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 follows:

- Student Project: 3-9 months beginning fall 2018
- New Grad/new to a position Project: 3 months, beginning fall 2018

Mentor teams can choose to continue their relationships beyond these timeframes. There will be a mandatory two-hour training held October 24, 2018, from 5:30-8 p.m. in Seattle. As a mentee, you will be asked to participate in the evaluation of the program.

Based on a few application questions, KCNA will “match” you with an experienced Registered Nurse who is interested in being a mentor.

You and your mentor will determine how and how often you communicate and by what means: person to person, phone/text, or email.

## **3. What types of support and training will I have if I agree to participate in this mentoring program?**

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 mentee, have any questions or need additional information while working with your mentor. We want to support you in your role as a mentee!

## **4. I'd like more information or to speak with someone directly. Who 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 Mentee Application Form: Scholarship Recipients or the Mentee Application: New Graduate or New to Nursing Position. Return to KCNA, [kcnurses@kcnurses.org](mailto:kcnurses@kcnurses.org) or 4649 Sunnyside Ave N, Rm 352, Seattle 98103 by **Monday, October 15, 2018.**

Special thanks to the Washington Center for Nursing for allowing us to modify this list of Frequently Asked Questions. Modified July 2016.