

RESPONSIBILITIES OF THE RJOS MENTOR

- Make a commitment to your mentee. The mentor must be interested in promoting the growth and development of medical students, residents and young professionals pursuing a career in orthopaedic surgery.
- Identify goals and needs early.
- Inform your mentee when you are available to meet/call, how often, and the general terms of mentoring relationship.
- Get to know your mentee's career goals, strengths, weaknesses, personal life and interests. Be willing to give advice and share personal experiences.
- Help the mentee achieve success and build a career network.
- Understand that your mentee may have a different style than you, and respect that. Be supportive of your mentee.
- Always be honest with your mentee.
- Listen, and be patient
- Demonstrate how to implement the practical application of ethical standards.
- Have an awareness of current issues affecting the mentee's future/current profession.
- Provide supportive, nonsupervisory discussions of challenging situations.
- Have an endpoint in mind for the mentoring relationship. The "formal" relationship ends when the mentee has achieved their goals and/or the needs originally outlined have been met. You may mutually decide to continue the relationship beyond this point.
- Enjoy the relationship and the opportunity to improve other's careers and lives!