

Mentoring Caregiver Advisors

Mentors are invaluable when it comes to orienting new Caregiver Advisors. Because they've "been there and done that," mentees can learn from their mentor's mistakes; however, not all experienced Caregiver Advisors are comfortable with being a mentor. The role requires someone with a sincere interest in providing guidance support and inspiration.

Benefits of Offering Newcomers a Mentor:

- Helps newcomer feel more prepared for their role.
- Provides opportunity to broaden newcomer's perspective.
- Offers insights into the possibilities and the challenges of the role.
- Helps mentee understand the value of the role and how sharing their lived experiences contributes to the goals of the organization.
- Helps reduce newcomer's concerns and enhances their confidence by providing more opportunities to ask questions and seek advice.

Successful Mentors Have:

- Positive working partnerships within the organization and community.
- Experience collaborating on a variety of projects and committees.
- Good communication skills.
- A willingness to share examples of "lessons learned" in a positive way.
- Been involved with your organization for a significant period of time and are not currently overwhelmed or burnt out by their involvement.
- A broad understanding of your operations and quality improvement initiatives.
- A willingness to make themselves available as needed.
- Are sensitive to mentee's needs.

Tips for Successful Mentoring:

- Take the time to build a relationship with mentee based on trust.
- Before your mentee's first meeting, review the meeting materials and discuss positive ways to contribute to the discussion.
- Attend the mentee's first and/or second meetings to provide moral support and act as a role model.
- Offer to answer questions or help problem solve prior to or after subsequent meetings.
- Provide insights on the role of an advisor to assist an organization in making decisions about programming, policy development, and quality care.
- Discuss how to share a personal experience in a productive and positive manner.
 - For more information, please see our "**How to Share Your Experience**" in Onboarding.

