



Social Work Hospice +  
Palliative Care Network



# The Mentorship Experience

## An Overview

the below elements help mentors and mentees to establish a successful mentorship experience. How these can be adapted are listed below:

### FOR THE MENTOR

- Connect to purpose
- Fostering growth through knowledge and experience
- Instill values and cultivate compassionate leaders
- Access to new insights
- Inspires personal and professional discovery

### FOR THE MENTEE

- Access support and guidance
- Sharpen understanding of profession
- Enhance knowledge, skills and confidence
- Build and refine career goals
- Expand professional networks

# Mentorship Experience

## An Overview

The below guidelines are a resource for Mentors and Mentees to optimize their experience in the mentorship. These guidelines can be adapted as mutually determined to support success in the experience, structure and relationship.



### Establishing a Relationship

- Building a rapport – the key to a good mentorship relationship!
- Sharing work experience, areas of expertise and interests and finding commonalities
- Distinguish from supervision or other organizational or professional supports
- How to negotiate the mentorship relationship and context of power, identity, expertise

### Collaborative Learning

- Mentor transparency about motivations, goals and expectations in mentorship experience
- Value in mentee's knowledge, skills, growing expertise and contributions

### Mentorship Meetings

- **Clarify Structure of meeting**
  - Will discussion rise organically or be structured with the use of an agenda/outline?
  - Guidelines for changing meetings and scheduling?
  - How much will be done by phone or in person or virtually?
- **Mentorship Style**
  - How does the mentee learn best?
  - What does the mentee hope the Mentor can offer?
  - What Mentor qualities are important to mentee?

### Discussion Ideas

- **Short or Long Term Priorities, Concerns or Goals**
- **Reflective Practice**
  - Strengths, areas for growth, professional use of self, countertransference or impact of the work
- **SW Role**
  - SW contributions to team/organization; SW voice on the team or in the organization; interprofessional team dynamics
- **Leadership**
  - Professional goal setting – presentations, writing, teaching, supervision, research, doctoral work, advocacy and social policy.



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# Mentorship Guidelines at a Glance



## Mentorship Time Frame

*Note: Attendance at the Annual Forum is not required.*

- The mentorship begins and ends with the Annual Forum; however, participation at the Annual Forum is not required.
- Mentorship matches are made after the annual forum.
- SWHPN sponsored mentorship will conclude at the Annual Forum the following year, however, participants are welcome to remain connected beyond the mentorship time period as mutually desired.

## Membership is Required

Membership in SWHPN is a requirement for participation in the mentorship program (for both mentor and mentee).

## Mentorship Sessions

Mentors and mentees are encouraged to meet a minimum of six times in the mentorship year (more connection is always welcomed as mutually agreed between mentor and mentee).

- Mentors can meet in person, by phone, or video platform as mutually determined
- Mentorship sessions are ideally a minimum of 45 minutes

## Review of Mission and Vision Statement

Mentorship pairs are asked to read and review SWHPN's mission and vision statement and incorporate this content into session discussions.

## Mentorship Quality and Integrity

SWHPN aims to be responsive to the member experience and to adapt and refine the mentorship program as needed based on the experience of the mentor pairs. Your participation in mentorship means:

- Mentorship pairs are asked to track their number of mentorship sessions to support program quality and integrity (no reporting of session content will be requested).
- Mentorship pairs will be asked to participate in a mentorship survey at the conclusion of the SWHPN sponsored mentorship year.