

The role of the mentee

- Mentees should proactively engage in the mentoring process and take the lead in scheduling meetings. **Mentoring should be mentee led.**
- Mentees should be **responsible for their own development.**
- It is ideal for mentees to select a mentor who has **no direct impact on their careers.**
- Mentees should **identify short- and long-term goals** they wish to achieve and discuss these with their mentor. These can be determined by asking:
 - What do you want?
 - Where are you now?
 - What could you do?
 - What will you do?
 - How will you define success?
- Mentees should **act professionally** during the mentoring relationship, respecting the time provided to them by their mentor.
- Mentees should always strictly adhere to maintaining **confidentiality and privacy** in their discussions with their mentors. This is paramount to developing a good relationship and rapport with your mentor.
- Mentees should be respectful to **constructive feedback** and keep an open mind when challenged with an alternate point of view.
- Mentees should remain **committed to the relationship**, even when there are setbacks.
- Mentees should **arrange meetings with mentors in advance and regularly**, and agree on the modes of communication eg face to face, via skype etc.

Questions about the mentoring program or concerns about your mentoring relationship?
Contact susie.obeid@aoa.org.au for a confidential conversation

AOA Younger Surgeon Mentoring Initiative



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