

Mentorship is an Essential tool for students learning Support System

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WHAT IS MENTORSHIP?

Mentorship is a one-on-one mutual, committed relationship between a mentor and mentees designed to promote personal and professional development beyond any particular curricular or institutional goal.

Mentorship is partnering with the younger generation or workforce to add value to the strong competencies they already possess. Prahlad Kakar adds, "Mentorship is a two-way process, you both learn and teach. In fact, mentors often learn more than they teach."¹

An essential first step in a successful mentoring relationship is for both the mentor and mentee to identify, define, and honestly articulate their common and individual goals and motives. Mentors encourage mentees to develop to their fullest potential and to create their own vision for the future. A mentor is a guide, a listener, a coach and a friend to grow mentees' internal talents by providing them with leadership challenges and developmental opportunities & also to enrich and support the professional, academic, and personal experiences of mentees in order to assist them in the transition from academic to professional life.

TIPS TO MAINTAIN MENTOR-MENTEE RELATIONSHIP :

1. Put the relationship before the mentorship: All too often, mentorship can evolve into a "check the box" procedure instead of something authentic and relationship-based. All this is to say that mentoring requires rapport.

2. Focus on character rather than competency: The best leaders go beyond competency, focusing on helping to shape other people's character, values, self-awareness, empathy, and capacity for respect.

3. Shout loudly with your optimism, and keep quiet with your cynicism. Your mentee might come to you with some off-the-wall ideas or seemingly unrealistic ambitions. You might be tempted to help them think more realistically, but mentors need to be givers of energy, not takers of it.

4. Be more loyal to your mentee than you are to your company: Of course, we all want to

retain our best and brightest. Don't seek only to uncover your mentees' strengths; look for their underlying passions, too.²

5. Journal your way to new conversations: If you're a mentor, keep a daily journal. Between now and your next session, write down challenges and successes you have each day. Don't over think: just jot things down as they occur. You'll be surprised by the conversation topics that will come up.

6. Go with the flow: At the same time, don't worry if you no longer always have "topics" at hand. It's become more of a true relationship rather than a partnership where the mentor and mentees are focusing on goals and objectives. When you meet, allow the conversation to happen organically. Talk about whatever is important until you come to the official ending.

7. Mix it up. Making a simple change: The time you meet or the location, for example—can be enough to inspire new perspectives and re-energize participants.

8. Ask other mentoring pairs for suggestions: Chances are if you're part of a formal program, you're aware of and/or know some other mentoring pairs. Compare notes regarding ideas.

9. Don't mistake natural shifts for a lack of energy or interest: Again, it's easy to think that these changes indicate a problem, when, in reality, they simply show how the relationship is maturing—and that's a good thing.³

MENTORSHIP IN NURSING

College can be an overwhelming place, especially for students just starting college, and the shift to a new life at school can trigger previously undetected mental health issues such as Depression, anxiety, or eating disorders. Studies show that 27 percent of college age kids experience some type of mental health problem. Anxiety disorders, social phobia, obsessive-compulsive disorder, panic disorder, and others are common in the college-age population. Cutting, burning and self-harm is a response to stress and pressure is common among students. Alcohol abuse, illegal drugs, and prescription drugs (such as ADHD medications) has been and continues to be a major college health issue that contributes to accidents, sexual assaults, and high-risk sexual behavior on campus. These are the problems where a mentoring helps students to come out from the problems and cope up with the life's situation.⁴

Suicide is a most common act found among younger age because of having emotional issues. In recent years there were many cases of suicide among nurses found in Gujarat too. In april, 2018 one suicide case of nurse who served as a staff nurse at PHC of Suredranagar District

was found.⁵ A nurse committed suicide because of harassment from medical doctor in Civil, Mehsana on oct. 15, 2016. One famous case of Surat, Ms.ArunaShanbaugh , who was sexually assaulted by ward boy, this case went till the supreme court and finally she died on 18th may,2015⁶.

So its necessary to have some innovative practices in each organizations to come out from psychological and emotional issues. Nurses should be prepared to serve from the bedside to the board room, mentor others along the way, develop leadership competencies and take active role in Policy. There should be application of any types of mentoring in each organization. For ex: Induction mentoring, Peer mentoring, Developmental mentoring, Formal-Informal, Co mentoring, E-mentoring.⁷

ADVANTAGES OF MENTORSHIP IN NURSING

- Empowers Positive Choices
- Encourages ownership of Learning
- Strengthens interpersonal skills and peer relationships thus preventing isolation which could lead to disconnect/disengagement and burn-out from care provision.
- Empowers nurses with clinical information, organizational skills and confidence.
- Promotes a competent nursing practice by influencing the quality of care.⁸

CONCLUSION:

A time-honoured practice, mentoring is a fixture in schools and universities, workplaces, and religious communities, as well as in youth-development programs. Mentoring relationships sometimes form organically and informally, though they're often part of a structured program. The most successful mentorships are the ones that are a two-way experience where both sides benefit from the relationship," says Caine. "In these relationships, the mentor experiences satisfaction and new perspectives by providing guidance and insight to the person seeking advice, while the mentee gains the benefit of experienced advice."⁹

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