

# CELEBRATING NURSING PRACTICE



## MENTORING GUIDANCE FOR MENTEES OF THE RCN CELEBRATING NURSING PRACTICE PROJECT

Dear mentee,

Congratulations in progressing to the next phase of the RCN's Celebrating Nursing Practice (CNP) project. We look forward to working with you and supporting your innovation.

Please note that the mentoring relationship that you enter into as part of the CNP project is a unique opportunity and entirely separate to the Nursing and Midwifery Council's Mentorship in Practice standards and guidance for supporting learning and assessment in practice.

### Mentee role and responsibilities

Mentoring in the CNP project involves a partnership between two individuals and it is important that mentor and mentee are mutually respectful. Mentors have been selected based on their experience and expertise in nursing practice and innovation and bring a range of skills, knowledge and attributes to the CNP project.

If you are unclear about any aspect of mentoring on this project, please seek guidance from your mentor, who is being supported by members of the RCN CNP project team.

Mentoring should be a positive and productive relationship and as such, there are a number of principles that underpin the mentee role.

1. Respect your mentor's time, as you do your own, and demonstrate respect for privacy and confidentiality.
2. Attend agreed planned meetings or teleconferences with your assigned mentor. Mentoring comprises four sessions between you and your mentor. These will run until the end of December 2017, including at least one face-to-face meeting. In due course, there will be opportunity for mentor and mentee to evaluate the mentoring experience.
3. Identify and agree goals and objectives for the development of your project and for the mentoring relationship. Use the mentoring agreement document supplied to shape and record this.
4. Demonstrate commitment to getting the best from the experience of being mentored and developing your project. This is a great opportunity.
5. Do fully prepare for meetings with your mentor and actively participate in mentoring activities.
6. Take the lead on actioning agreed steps in order to progress your project and share the outcomes of actions that you have taken.
7. Seek feedback from your mentor and identify your preferred method for doing this.
8. In a timely manner, highlight any issues or concerns that might affect the mentoring relationship or the progress of your project.
9. Prepare yourself to move positively beyond your mentoring connection, once it has completed.

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