

WTSA MENTORSHIP PROGRAM

Welcome. As a mentor or mentee you are embarking on a relationship that has the potential to be very rich and rewarding to you both. You are likely to learn from each other as well as learn some things about yourself. Like most things in life (as our parents have all taught us), rewards are closely related to the effort and work we put in. To that end we hope that each Mentor and Mentee give this relationship a good chance to work. We have included some articles which are likely to help provide insight into what can be gained, and tips on how to be successful. We hope that you read at least some of them and we strongly encourage you to discuss them with each other. The WTSA has tried to connect appropriate mentors with mentees. If after some effort the mentor-mentee relationship is not working please let us know – and if you still want to be part of the program we will connect you with another mentor/mentee.

Included in the Western's guiding values is the commitment to family, friendship and the development of young surgeons. We applaud you for volunteering to be part of this process. We hope this is a rewarding experience to all participants. We are certain that this will help make our organization even stronger.

The first article describes the **Attributes of successful Mentors**: Active listeners, Engaged in the mentor/mentee relationship, approachable, and putting the interests of the mentee first. **Attributes of successful mentees** are described as: Respect for the mentor's input and time, being open to feedback, being active listeners, and taking responsibility for driving the relationship.

We ask for feedback on this program at any time. **Good luck.**

1. <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3665769/pdf/nihms-449785.pdf>



successful
mentorship.pdf

2. <https://www.forbes.com/sites/carolinecenizalevine/2019/01/10/ten-tips-for-a-successful-mentorship/#3a0bfaa37371>
3. <https://www.newyorker.com/magazine/2011/10/03/personal-best>
4. <https://firstround.com/review/we-studied-100-mentor-mentee-matches-heres-what-makes-mentorship-work/>