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	APPRENTICESH	IP TO MENTO	RSHIP	
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Slide 2

LAND ACKNOWLEDGEMENTS

The presenters wish to acknowledge and honor the Indigenous The presenters wish to acknowledge and honor the Indigenous communities of this region. We recognize that the resort is situated on the traditional homelands of the Nuwuvi, Southern Paiute People. We offer gratitude for the land itself, for those who have stewarded it for generations, and for the opportunity to study, learn, work, and be in community with this land. We encourage everyone in this space to engage in continued learning about the Indigenous peoples who work and live on this land since time immemorial, including the Las Vegas Paiute Tribe and the Moapa Band of Paiutes.

Slide 3

LEARNING OBJECTIVES

By the end of this presentation the attendees will...

- 1) Identify four (4) benefits of being mentored
- 2) Understand two (2) primary types of mentoring in OT
 3) Identify three (3) mentor/mentee roles
- 4) List four (4) mentoring leadership qualities

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APPRENTICESHIP

- Historical context:
- The profession has evolved from an apprenticeship model
- Those who have gone before us, have trained future colleagues to join the professional community
- Apprenticeship focuses on learning by doing

 $\underline{\underline{T}}$ ell me and I forget Teach me and I remember Involve me and I learn. Benjamin Franklin

Slide 5

APPRENTICESHIP CONTINUED

- In our profession, we all experience apprenticeship through our fieldwork
- through our fieldwork placements
 In many instances, fieldwork educators move from the supervisory role to the mentoring role
 A struggle for many new graduates is finding mentorship following graduation



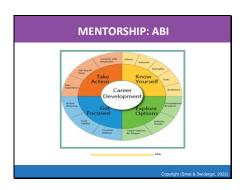
Slide 6

MENTORSHIP

- Mentoring is a common request of new graduates within the profession. It is viewed as a positive relationship, where a newer practitioner is seeking valuable information learned through experience.
- Interesting fact: only 37% of people seek mentorship

Slide 7





Slide 9

BENEFITS OF MENTORING FOR MENTORS

- Increased self-confidence
- Increased self-awareness
- Leadership skill development
- Strong communication skills
- Art of delivering feedback
- Art of asking questions
- Becoming a good listener
- Exposure to new and different
- perspectives
- Growing a personal network Increased chance of
- promotion
- Increased job satisfaction Supporting another person
- Paying it forward
- Learning from someone else

BENEFITS OF MENTORING FOR MENTEES

- Increased self-confidence
- Increased self-awareness
- Develop strong communication skills
- Growing a personal
- network within the profession
- Exposure to new and different perspectives
- Learn to self-reflect
- Improve goal-setting
- Learn from other's experiences
- Learn to ask good questions
- Being supported by someoneBeing advocated for
- Increased chance of promotion
- Increased job satisfaction

Slide 11

TYPES OF MENTORING IN THE OCCUPATIONAL THERAPY PROFESSION

- Informal
 - o Peer mentoring
 - o Personal advisory board -"kitchen cabinet members"
- Formal
- o AOTA Emerging Leaders Development Program
- o State mentorship programs
- NBCOT renewal

Slide 12

DIFFERENT ROLES MENTOR Providers of resources and recommendations Champion and cheerleader "Truth-cawers" Planners and organizers Planners and organizers

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THE POWER OF MENTORSHIP

- o "peep your peeps!"
- Create your Mentoring Circles!
- Opens doors
 Lifelong friendships



Slide 14

IS THIS THE RIGHT TIME?

- Current role in career
 Knowledge base
- Network
- Career goals
- Paths to becoming a mentor
- Reciprocal mentoring



Slide 15

REFLECTIVE SHARING



- What types of mentoring do you do now and with
- How much time would you have to mentor someone?
- What areas of expertise do you feel you could bring to a mentee?
- Would a mentoring relationship be helpful to you? In

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MENTORING LEADERSHIP QUALITIES

- Relevant content knowledge
- Honest feedback
 Reflective
- Empathetic
- Ability to guide rather than direct
- Passion and compassion
- Sets/meets professional goals

Slide 17

CLOSING REMARKS

The occupational therapy profession has evolved from primarily an apprenticeship model. In order to move the profession forward, we have an ethical responsibility to mentor all our professional community members. ~ Natasha Smet

Slide 18

A CALL TO MOBILIZE



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Slide 20





Slide 21

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ADDITIONAL RESOURCES

- https://guider-ai.com/blog/types-of-mentoring/
- https://franchisegrowthpartners.com/top-10-qualities-of-a-good-mentor/
- https://www.mentorcliq.com/blog/mentor-mentee-roles-andresponsibilities
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