**NHS Highland**

**Mentoring**

**Scheme**

***What is mentoring?***

Mentoring is an invaluable activity to allow professionals overcome challenges and take opportunities. Using a framework called “Egan’s Skilled Helper Model” your mentor will work with you to find your own solutions to professional situations.

***The mentor will***

Listen and ask questions

Offer a space to think

Help identify blind-spots

Facilitate movement/change

***The mentor won’t***

Do the work

Answer the questions

Provide the solutions

Mentoring is confidential and totally separate from any assessment or appraisal

Once you have met your mentor any further meetings are arranged between you.

The NHS Highland mentors are doctors who have undertaken mentoring training and use a particular model that facilitates change (Egan G. 2010 The Skilled Helper)

Contact **NHS Highland Mentoring Scheme**

*Details on next page*

*The GMC suggests, “You should be willing to find and take part in structured support opportunities ... for example, mentoring... when you join an organisation and whenever your role changes significantly throughout your career”*

**Do I need Mentoring?**

***Ask yourself***

*Would I benefit from a productive conversation?*

*Am I going through a period of transition?*

*Do I have a personal or professional challenge or dilemma?*

**YES**

* The mentor will start by finding out
  + What’s going on
* Next
  + The mentor will help you identify in an ideal world what you want to achieve and what is a realistic goal to work on
* Finally
  + The mentor will help you explore all the ways of achieving this goal and which is the best one to work on, setting an action plan

**The next step**

* To find out more about mentoring
* To request a mentor
* To find out about becoming a mentor

**Please contact**

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