

MGH Faculty Mentoring Program

Mission and Goals

The mission of the MGH Faculty Mentoring Program is to continue to provide an enriching mentoring program for all MGH faculty, including but not limited to clinicians and researchers by strengthening faculty development and satisfaction by establishing relationships, fostering camaraderie, encouraging advocacy and creating new opportunities and communication channels.

Our goals include:

- Encourage faculty reflection of desired career pathway
- Make existing resources transparent and developing others as needed
- Expand faculty network of colleagues
- Create an environment promoting feedback and sharing of information
- Set and address additional specific mentoring goals
- Build a sustainable culture of mentoring at MGH

Mentoring Goals and Action Plan

This is an opportunity to share how you both intend to go forward with your relationship. Feel free to include additional categories that may be relevant to your relationship. You should plan to revisit and revise this plan as necessary. Either person can suggest this revisiting/revision.

<p>Expectations:</p> <ul style="list-style-type: none"> • What are the specific outcomes that are desired from this relationship? • At the end of this relationship, how will we know if it has been successful? 	
<p>Goals (please see other sheet):</p> <ul style="list-style-type: none"> • What are our goals for our relationship? Please identify up to three goals. • What actions will we take to meet our goals? • What are the deliverables for each goal? • What is the timeline for the accomplishment of each goal? 	
<p>Time Management:</p> <ul style="list-style-type: none"> • How will we allocate sufficient time to meet our needs? • How do we protect this time when other demands encroach upon it? • How do we ensure that either member of the dyad can revisit this issue of time management? 	
<p>Guidelines and Boundaries:</p> <ul style="list-style-type: none"> • What are the norms and guidelines we will follow in conducting the relationship? • How do we protect the confidentiality of the relationship? 	
<p>Strategies for Addressing Stumbling Blocks:</p> <ul style="list-style-type: none"> • What obstacles might we encounter? • What process should we have in place to deal with them as they occur? 	
<p>Communication Patterns:</p> <ul style="list-style-type: none"> • How do we work at being active listeners in our interactions with one another? • Based on our individual communication styles, how do we plan to continue this relationship? • What forms of communication (i.e. meetings, email, memos, telephone) will we use? 	

Mentoring Relationship Goals and Action Plan

Mentors and Mentees should use the following table to summarize the goals they will work on together in the mentoring relationship.

Goals of the relationship	Action steps to achieve goals	Deliverables	Timeline
Goal 1:			
Goal 2:			
Goal 3:			