

# Desirable Qualities of a Mentor

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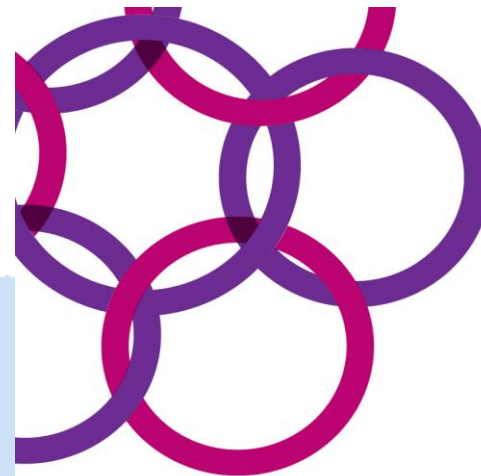
# Setting the Direction (2014)



## Strategic aim 4:

Enhance the quality of the practice learning environment for staff & students.

4.3: Introduce methods to select & recruit mentors with appropriate skills & aptitudes for the role & ensure their role is valued




**SETTING THE DIRECTION**  
FOR NURSING AND MIDWIFERY  
EDUCATION IN SCOTLAND  
THE STRATEGIC AIMS FROM THE CHIEF NURSING  
OFFICER'S EDUCATION REVIEW



Is the mentor and assessor  
role for all registered nurses  
and midwives?

What do you think are the desirable qualities of a mentor and why?

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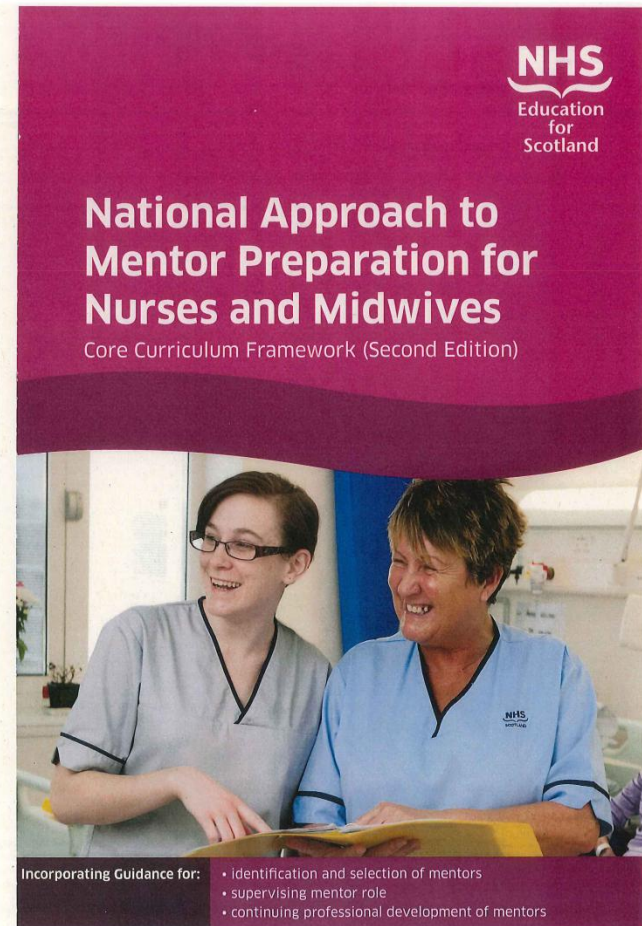
Huybrecht et al (2011) identify elements considered important by mentors:

- ✓ ability to give feedback;
- ✓ experience;
- ✓ availability of time;
- ✓ positive attitude;
- ✓ patience & enthusiasm.

# NES NAMP 2<sup>nd</sup> Edition

Identifies the following desirable mentor qualities;

- **Commitment to student nurse and midwifery education** –*advancement of the profession demonstrated through their willingness to educate the next generation of nurses and midwives.*
- **Skills to facilitate learning**–*being a good communicator, being able to provide feedback about performance, identifying every possible opportunity for learning, providing rationale for their practice, developing the students confidence, empowering students by allowing them to practice and being able to focus on student learning in busy environments.*
- **Personal characteristics and behaviours** – *acting as a role model, awareness of own practice, knowledge of programme and styles of learning, clinical competence, positive attitude towards students.*



# What does the literature say?

LaFleur & White (2010) identify three themes;

- Personal Attributes;
- Professional Skills & Abilities;
- Communication Skills.

# Desirable Mentor Attributes/Qualities Identified In The Literature



Eller, Lev & Feurer (2014) identify key components including:

- ✓ role modeling;
- ✓ open communication;
- ✓ passion & inspiration;
- ✓ mutual respect & trust;
- ✓ caring personal relationship;
- ✓ exchange of knowledge .

Robinson et al (2012) suggest qualities should include:

- ✓ commitment to student nurse education;
- ✓ skills to facilitate learning;
- ✓ confidence in professional identity & reflection on practice;
- ✓ clinical competence;
- ✓ & the same qualities as a nurse.



# Desirable Mentor Attributes/Qualities Identified In The Literature



Ferguson (2011) identified important mentor characteristics to support NQPs:

- ✓ strong role model;
- ✓ workgroup integration;
- ✓ supportive behaviours;
- ✓ sharing knowledge;
- ✓ Trust.

# Future Selection & Identification of Mentors



- Robust succession planning that incorporates a systematic approach is required to identify additional & new mentors
- Numbers of mentors should be agreed following capacity analysis of practice learning (See NAMP Figure 1)
- Requires to be aligned with current annual appraisal, PDP & KSF processes (See NAMP Figure 2)
- Must be incorporated into current & future workforce planning processes
- The contribution & recognition of the mentors role requires to be considered & highlighted
- Desirable mentor attributes/qualities should be considered to select mentors

# References



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