



Food Safety and Inspection Service
U.S. DEPARTMENT OF AGRICULTURE



Public Health Veterinarian Mentor Training

MENTOR OBJECTIVES

OBJECTIVES

- Discuss the logistics of the Public Health Veterinary Intern Training Program
- Identify the Various Aspects of Mentoring Responsibilities
 - Different forms
 - Various methods
 - Benefits to trainee *and* mentor

OBJECTIVES

- Understand the dimensions of mentoring and identify requirements of mentoring and learning styles.
- Recognize the phases of a mentoring relationship, what makes a mentoring relationship successful, and how to end a mentoring relationship.

OBJECTIVES

- Understand what is expected of you as a mentor to Public Health Veterinary Interns.
- Discuss use of Veterinary Mentor Checklist.

WHAT IS MENTORING?



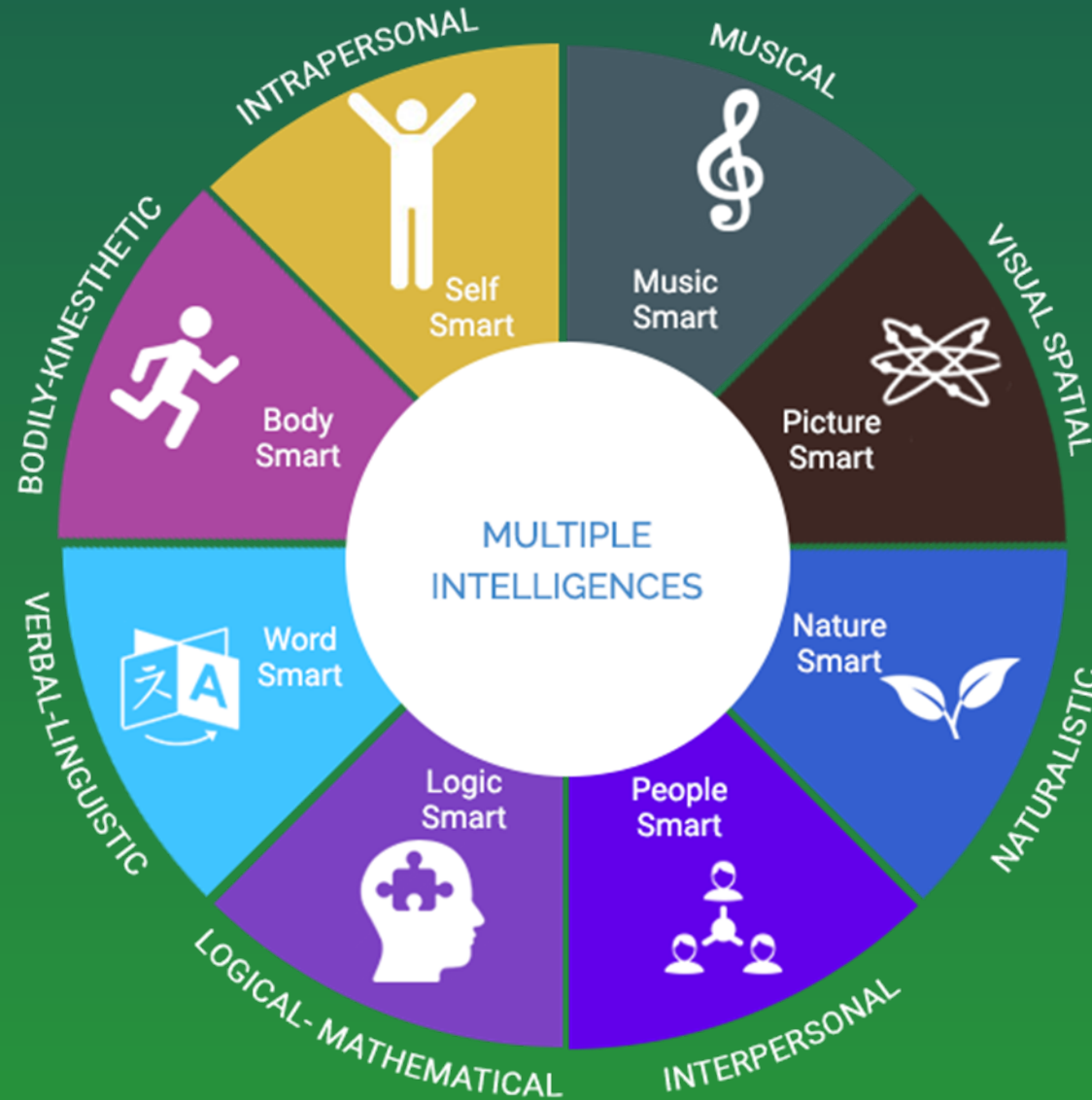
WHY IS MENTORING IMPORTANT??



MENTORING TECHNIQUES OR MODELS



Multiple Intelligence



What makes mentoring such a special process?

- **Consider these three things:**
 - ***Humanity and humility*** that people bring with them to their relationships gives mentoring its power.
 - ***Conversations*** between people put ideas and learning into context.
 - ***Support*** between mentees and mentors provides the strength people need to overcome hurdles and learn from mistakes.

Mentoring conversations

1. Create a Rhythm and Flow
2. Turn Conversations Into Actions
3. Give Thanks

Mentoring conversations

- **Create a Rhythm and Flow**
 - what actions were taken since your last meeting
 - what worked
 - what didn't work
 - what you could try next
 - where you go from here

Mentoring conversations

- **Turn Conversations Into Actions**
 - Be goal-oriented
 - Be practical
 - Be a model

Mentoring conversations

- **Give Thanks**
 - Consider these conversation starters that you can use with your mentee or mentor to begin expressing your gratitude:
 - *I am grateful for . . .*
 - *I appreciate when you . . .*

Role of a Mentor

- Mentoring consists of a long-term relationship focused on supporting the growth and development of the mentee.
- The mentor becomes a source of wisdom, teaching, and support, but not someone who observes and advises on specific actions or behavioral changes in daily work.

What is expected of you as a mentor

- Makes a long-range view of your growth and development.
- Helps you see the destination but does not give you a detailed map to get there.
- Offers encouragement and cheerleading, but not "how-to" advice.

How to Be a Great Mentor



Millennials Need a Mentor in the Workplace





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