

Using Retirement for Continuation of the Mentor Role with Minority Nurse Leaders

Aisha Najeebah El-Amin, BSN, MN



Carrie E. Broadfoot, R.N.



Mary Mills



Mentoring Versus Precepting and Coaching

- Precepting often involves an experienced person providing information, instruction and feedback in a formalized manner to a novice.
- Coaching is associated with training for a particular predetermined purpose.
- Mentoring is usually a long-term relationship where the mentor guides, advises, open doors, teaches and supports the mentee.

The Main Goals

- Role Orientation
- Socialization
- Skill Development
- Leader Growth and Development

Parse's Human Becoming Paradigm Guides Mentor Role

Teaching/ Learning:

A co-created journey.

Focused on:

Teacher, Leader, Individual (Community).

Unitary movement:

Indivisible, Unpredictable, Ever-changing.

Truth in movement:

Values trust, respect, commitment, accessibility, flexibility, freedom, choice and responsibility.

Parse, R. R. (2004) A human becoming teaching-learning model. Nursing Science Quarterly 17, 33-35.

Innovative Nature and Appropriate Behaviors of Retired Nurse Mentor

- Relating
- Assessing
- Role modeling
- Guiding

Benefits for Mentor

- Opportunity to share one's wisdom and experience.
- Gain a sense of personal satisfaction.
- Be recognized for contribution to colleagues and to the practice.

Benefits for Mentee

- Adjustment to a new setting
- Role-modeling
- Emotional support and feedback
- Dialogue about work-related problems
- Availability of a resource person
- Network building

Recommendations and Implications for Practice, Nursing Education and Nursing Research

- Spend time together to talk and listen.
- Actively participate in mentoring relationships.
- Contribute to the development of a mentoring program.
- Support research on the mentoring to promote professional stamina and resilience.

FOR ALL MENTORS

- GIVE YOURSELVES A ROUND OF APPLAUSE

