

## Our Code of Practice for Mentoring

### What is mentoring?

Mentoring is a way of helping a person look at an issue, clarify what they value, and develop their own way of moving forward. An issue could literally be an idea which is preying on your mind, be it of a challenging nature, a change, or an opportunity. Ideally you and your mentor will have a learning relationship, whereby your mentor supports you, triggers your own insights into your life, but does not directly issue advice.

### What happens?

We use a structured framework, to allow you to examine the issue on a number of levels, determine what is of most importance to you, and decide on any changes you want to make, and figure out a path you choose to commit to, to effect any change you decide to make.

You and your mentor will decide on the length of the session, and how many may be useful. We suggest the first session is not more than 60 minutes. This allows time to flesh out the topic, and bring the session to a comfortable conclusion, and to determine a schedule for future sessions, if that's something you are interested in.

We don't take or keep notes.

This is a voluntary opt in process, and we do not report to The College of Anaesthetists.

We hold everything in the strictest of confidence, with a few small exceptions. Any information which is divulged indicating an intention to self harm, or which is not in keeping with Irish Medical Council guidelines will require further action on our part. Normally the mentor and mentee would agree what actions are needed and the timescale; only if the mentee was unwilling to address the problem would the mentor act alone, in accordance with the Irish Medical Council guidelines.

We ask that you keep any appointments you have made with your mentor. We provide the service free of charge.

Whilst we hope that you will enjoy and benefit from the process, we recognize it might not be for everyone. You are absolutely entitled to walk away from the process at any stage.

We want to stress that mentoring is a way of achieving your full potential. It's not counseling or crisis intervention for someone in difficulty.

We hope this process is of benefit to you, and that in due course you and other Anaesthetists will see mentoring as a routine part of self care and practice development.

Aoife Quinn