Mentoring the Novice NPD Specialist: A Dual Perspective

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Objectives

• Assess two challenges the novice NPD specialist faces at the start of their career
• Evaluate the influence of an expert NPD specialist on identified novice challenges
• Differentiate the benefits of the mentoring relationship from the novice and expert perspective
• Appraise one personal experience with mentoring

Audience response: Poll Everywhere
Text ELAINADIAZ082 to 37607

• Do you have a mentor?
  • Yes/no
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Audience response: Poll Everywhere
Text ELAINADIAZ082 to 37607

• In one word: What does being a mentor mean to you?

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What does mentoring mean to you results

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Mentor – definition

• Mentor [men-tawr, -ter] – noun
• 1. a wise and trusted counselor or teacher.
• 2. an influential senior sponsor or supporter.
• Source: dictionary.com
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Introduction of the role of the novice educator as an NPD Specialist

- Characteristics/Challenges of the novice educator
  - Inexperience
  - Lack of resources
  - Need for role socialization

Cangelosi PR Crocker S Sorrell JM (2009)
Weidman, NA (2013)

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Challenge #1

- Self-reflection/Change in perspective
- Gap between the expectation of what an educator does vs. reality

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Challenge #1

- Making dreams a reality
- Passion
- Harmony
- Creating relationships
- Self-confidence

Dattilo J Brewer MK Streit L (2009)
Slide 13

Challenge #2

• How would a novice educator seek out resources and transition into
  the role of NPD Specialist?

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Challenge #2

• Getting outside of your comfort zone
• Identify successful traits in others
• Understand that there are cycles of learning and teaching
• Asking questions
  • Of yourself
  • Of others
  Janzen KJ (2010)

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Audience Response: Poll Everywhere

• Which one of these do you see as the biggest challenge for a novice 
  educator?
  • Inexperience
  • Lack of resources
  • Need for role socialization

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Biggest challenge results

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Strategies for challenges

- Opportunities for the novice educator
- Seek out an expert: Start looking for a mentor
  - Networking
  - LinkedIn
  - Projects/Collaboration

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Introduction of the expert educator

- Characteristics of the expert educator
- Experience
- Resources
- Goal oriented

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Challenge #1

• Sharing knowledge: Which of the following types of educators have you worked with the most?
  • People who need it but are afraid to ask
  • Timid, shy, overwhelmed
  • People who don't want it but need it
  • Overconfident, don't ask for direction or questions
  • People who seek
  • Ask a ton of questions, seek feedback and reassurances

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Challenge #2

• Generational difference bring their own challenges
  • What are the biggest generational challenges experienced NPD specialists face?
    • Boomers: Structured environments and clear guidelines
    • Gex, time is precious, wants the bottom line
    • Millennials: Immediate feedback, tech savvy, group activities


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Strategies for Expert

• Seekers: similar to preceptorship for seekers
• Non seekers: make suggestions and include
• Recognizing differences and engaging the novice at their level
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Audience response: Poll Everywhere
Text ELAINADIA082 to 37607

* In one word or phrase describe what the "power of mentoring" means to you:

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What does "the power of mentoring" mean to you results

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The role of the mentor

* Characteristics
  * Coach
  * Role Model
  * Continuous Learner

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The role of the mentor

- Responsibilities
- Commitment
- Constructive Feedback
- Navigating the practical aspects of the NPD specialist role

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Slide 26

The Role of the Mentee

- Characteristics
- Motivated
- Malleable
- Continuous Learner

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The role of the mentee

- Responsibilities
- Commitment
- Constructive Feedback
- Actively participate in developing new critical thinking techniques
- Willingness to try new things
- Going outside of your comfort zone
- Nonseeker/needs does not do this
Building the relationship

- Introduction
- Formal versus informal
- Seeker
- Non-seeker
- Overconfident
- Building Trust
- Seeker
- Non-seeker
- Overconfident

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Building the relationship

- Established Relationship
- Dynamics
- Progression
- Dual mentoring relationship
- Seeker
- Non-seeker
- Overconfident

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Building the relationship

- Ongoing versus closure
- Why to end
- When to end
- How to end
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Building the relationship

- Lessons Learned from the Relationship
- Novice perspective
- Expert perspective
- Dual Mentoring

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Audience response: Poll Everywhere
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- Reflection Question: Consider one personal experience with mentoring. What can you take from this session and apply to a new or existing mentoring relationship?
- Pair and share
  - In one word what did you get out of your pair and share?

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Pair and Share Results

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Questions from the audience

Audience response: Poll Everywhere
Text ELAINA0012082 to 37607
• Evaluation question:
  • In one phrase what was your biggest take away?
  • Will this influence your practice? Yes/no

Biggest take away results
Influencing practice results

References


References

- Weidman, NA (2013) The lives experience of the transition of the clinical nurse expert to the novice nurse educator. Teaching and Learning in Nursing 8, 102-109

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