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# Successful Mentoring Relationships

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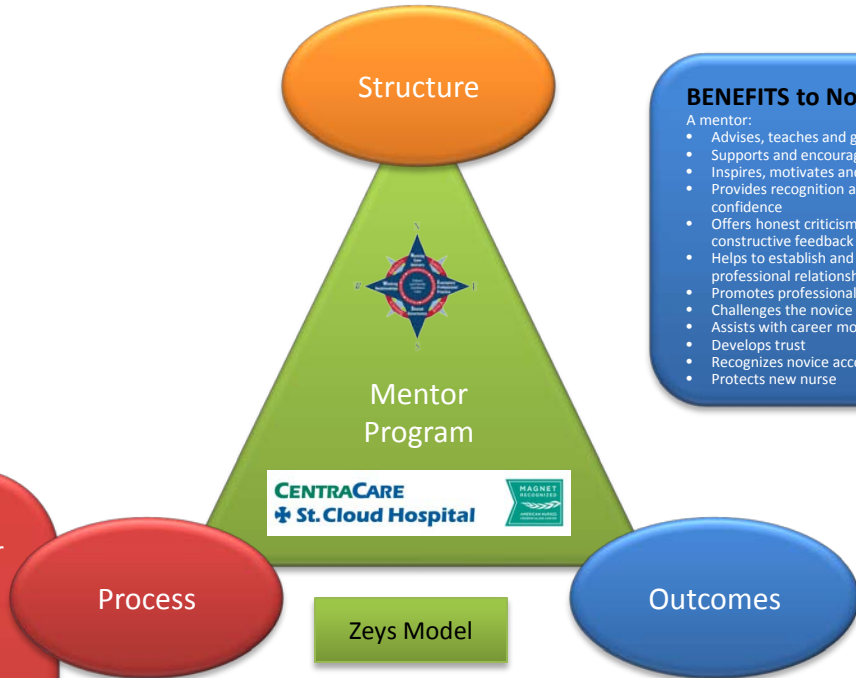
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**Unit Structure:**

- Annual mentor training program
- One-hour meetings: 4 for RNs and their mentor, 3 for LPNs and their mentor
- Formal meetings can occur outside of the workplace
- Quarterly Mentor Support meetings

**Process:**

- RNs and LPNs are assigned a mentor at their 4-month new hire eval
- Novice nurses complete a confidence scale with Educator
- Novices identify strengths and weaknesses with mentor
- Formal meetings every 3-4 months away from work setting if able: up to 18 months for RNs and 12 months for LPNs
- Goals set at each meeting with support from mentor aimed for successful nursing practice
- 4-6 informal meetings including in person, text or email



**BENEFITS to Mentor:**

- Develop professionally
- Role model
- Personal satisfaction and growth
- Create a legacy
- Strengthens the profession
- Provides support for new nurses
- Builds confidence

**BENEFITS to Novice:**

A mentor:

- Advises, teaches and guides
- Supports and encourages
- Inspires, motivates and empowers
- Provides recognition and builds confidence
- Offers honest criticism and constructive feedback
- Helps to establish and maintain professional relationships
- Promotes professional development
- Challenges the novice
- Assists with career mobility
- Develops trust
- Recognizes novice accomplishments
- Protects new nurse

**BENEFITS to Facility:**

- Retention and reduction of turnover – 50% turnover rate who did not have a mentor while only 10% turnover of staff with mentors
- Decreases the risk of lateral violence
- Greater commitment to the organization
- Job satisfaction
- Recruitment improvement
- Leadership development
- Improved quality of patient care

**FLOOR RESULTS:**

- 100% of mentors clinical ladder
- 100% of Mentors are engaged on the unit\*
- 70% RN Mentors are Nationally Certified
- 62% of staff engaged on unit\*
- Staff confidence in nursing skills increased
- Program has been shared with other departments

\*committee member, working on unit project, staff teaching



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