



**NCCN Virtual Oncology Fellows Program:
New Horizons in Quality Cancer Care™**

**Wednesday, March 17, 2021
5:10 PM – 5:55 PM EDT**

The Importance of Mentorship

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NCCN.org – For Clinicians | **NCCN.org/patients** – For Patients

Educational Objectives

- Discuss the benefits of the mentor-mentee relationship
- Learn strategies to get the most out of this relationship
- Recognize the qualities and attributes of an appropriate mentor
- Learn how to identify the right “match”



Some Buzz Words

- **Mentor**
 - Traditional sense
 - Frequent meetings to provide feedback on papers, projects, career milestones
- **Coach**
 - Teaches how to improve in a specific skill or subject
 - Focus on narrow issues rather than overall growth
- **Sponsor**
 - Uses influence to make mentees more visible
 - Places reputation on the line when recommending junior colleagues
 - May not be directly visible to the mentee
- **Connector**
 - Pairs mentors, coaches and sponsors with mentees



Go to www.menti.com and use the code **7146 8065**

Where are you in your career development?

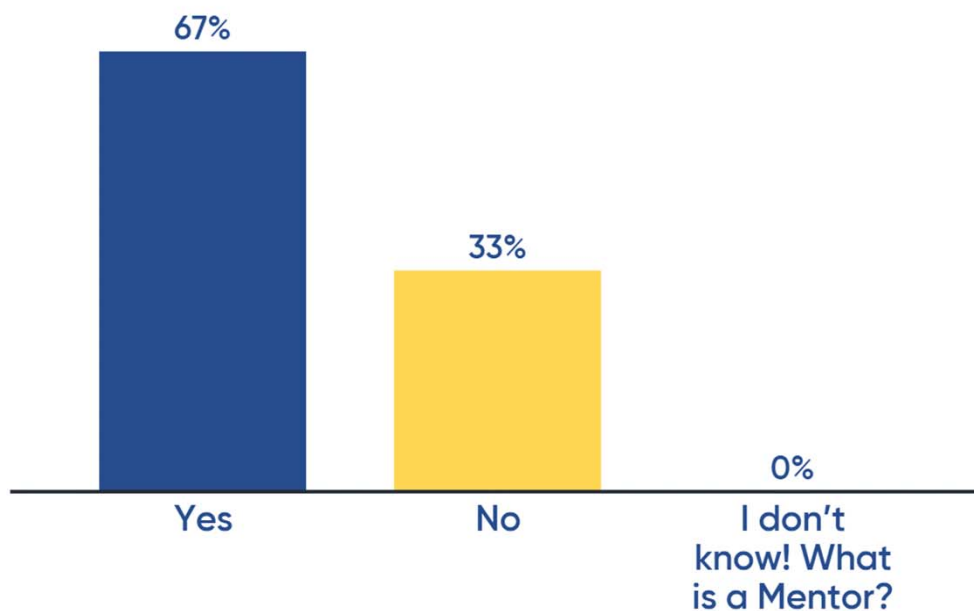


Scan the QR code or enter bit.ly/NCCNfellows in your browser to access the poll.



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Do you currently have a mentor?

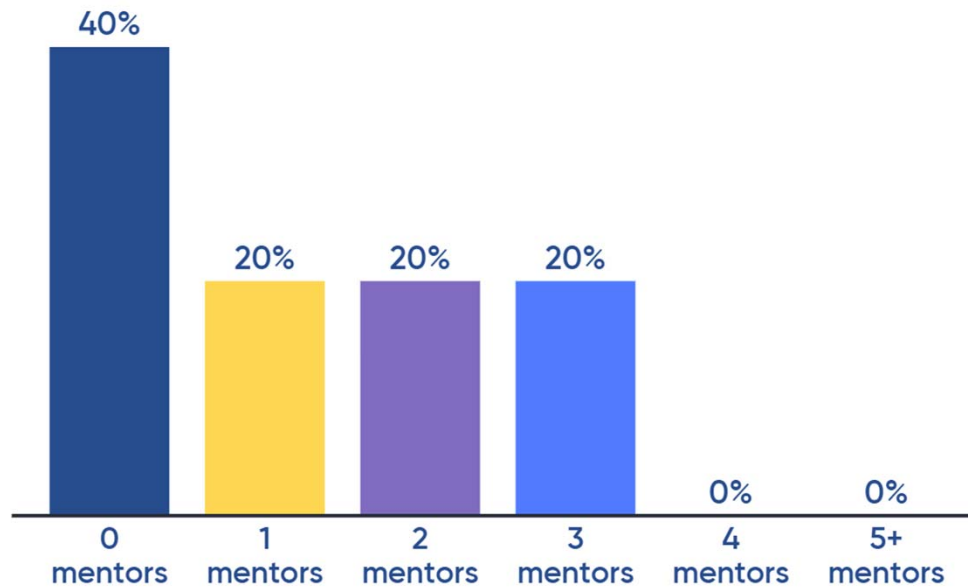


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How many mentors do you currently have?

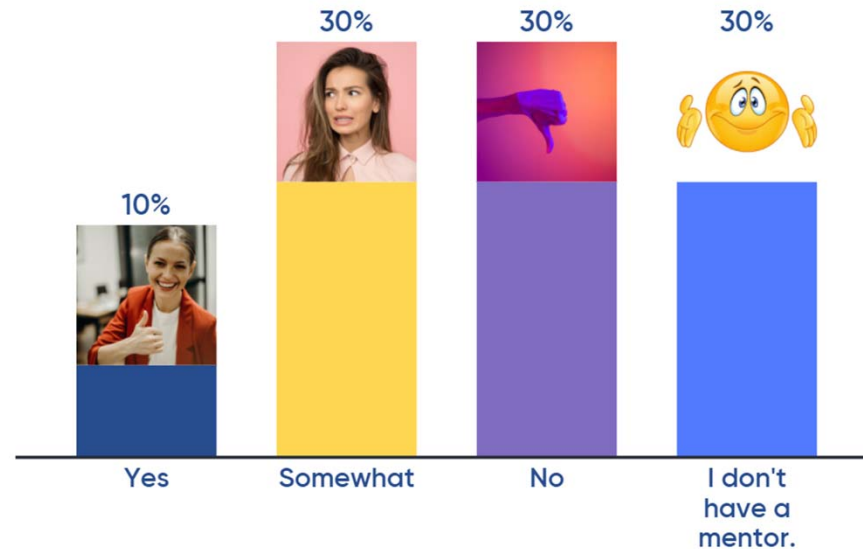


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Do you feel your mentoring needs are being met by your current mentor(s)?



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How many mentors **SHOULD** you have?



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Whose responsibility is it to find you a mentor?

trainee
mine
department
program
my own
me self
both yours and program
training program

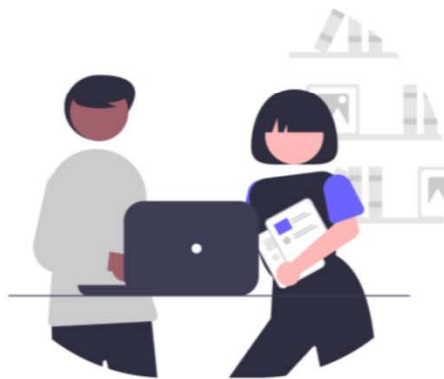


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What is your primary motivation for having a mentor?



someone more 'experienced' to seek advice or bounce ideas off of

help me figure out how to develop my career

Career guidance and promotion

Research support and guidance; professional development

having someone to go to for advice

Career advice, development,

Career development



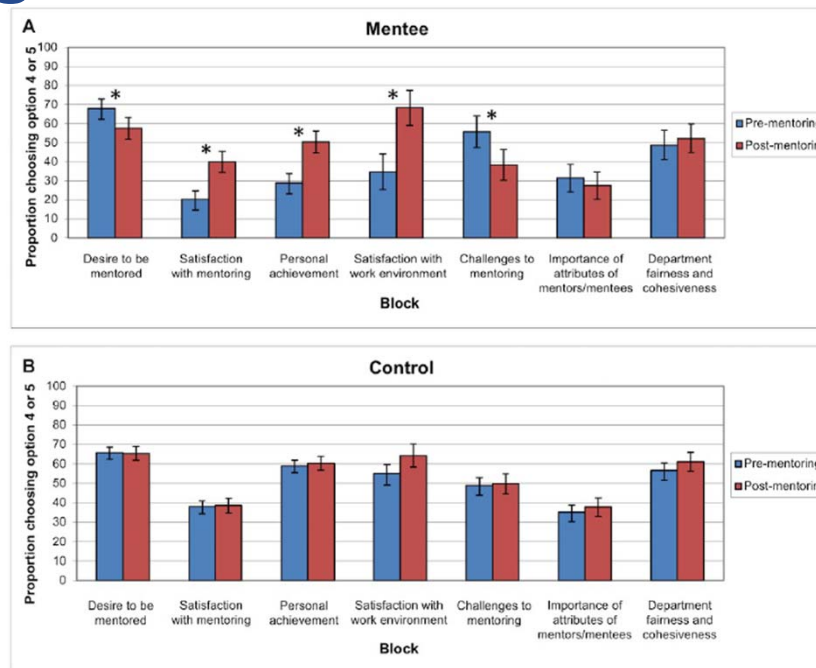
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It had long since come to my attention that people of accomplishment rarely sat back and let things happen to them. They went out and happened to things.

Leonardo da Vinci

Long-term impact of a faculty mentoring program in academic medicine



Efstathiou JA, Drumm MR, et al. (2018)
PLoS ONE 13(11): e0207634.



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What are 3 words you would use to describe your ideal mentoring structure?

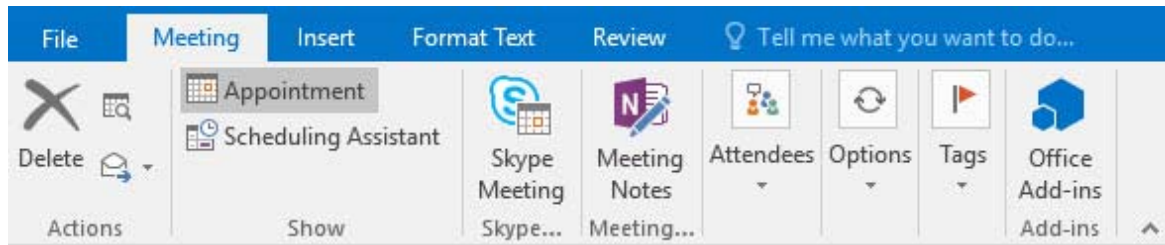
personalized
openness
knowledgeable
trust
practical
accessible
casual
supportive



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i You haven't sent this meeting invitation yet.

Send

To...

Subject

Location

Start time All day event

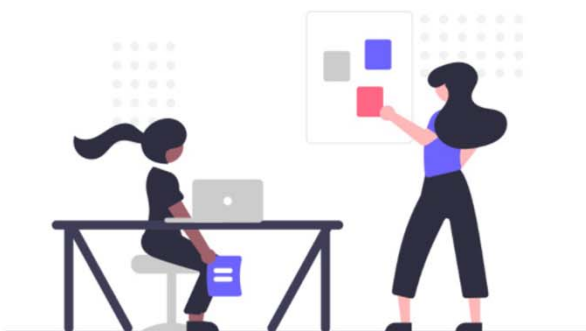
End time





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What are 3 qualities you should look for in a good mentor?



able to listen
same career and life goal
supportive
accessible
similar to last
insightful

knowledgeable
non-judgmental
willingness



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Mentorship

The ASCO Virtual Mentoring Program is a yearlong program designed to support oncologists with unmet mentoring needs. It pairs oncologists with a mentor outside of their institution through virtual technology. This program is designed to support the individual learning, growth and professional development of each mentee.



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What do you perceive as the most challenging barrier to effective mentoring?



Time

feeling like I'm
imposing on
someone

Ego

unclear
roles/willingness of
mentee and mentor

Feel I may fail to
meet their
expectation by
overpromising



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How can you be a good mentee?

set goals

be honest

Motivated, Well-defined Goal,
Communication Skill

Communication



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Habit 1:

BE PROACTIVE

I'M in charge of me



I take initiative

I am a responsible person

I do the right thing without
being asked, even when no one
is looking.

I choose my actions,
attitudes & moods.

I do not blame others for
my wrong actions.

DPKINS
I N E

"Knowing yourself is
the beginning of all
wisdom."

-Aristotle

KNOW THYSELF.
SOCRATES



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What are 3 things you can do if the relationship is not working?

find another mentor

discuss what is wrong

tell them not a good fit

discuss with director

be honest



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How to Say NO!

- Never reply immediately
 - “Can I have a day or two to think about this?”
- Think carefully about the reasons for declining the advice
 - You do not need to decide immediately
- Provide the reason for declining the advice
 - Deadline
 - Over-commitment
 - Religion / Cultural
- Provide acceptable alternative
 - “That sounds like it would be perfect for Dr. Jones”



Words Matter

- Not “NO”, just “NOT NOW”
 - “I’m not sure that fits with my overall mission but let me think about it”
- “In some ways that sounds like a good idea, but I’m not sure that’s how I personally would feel comfortable handling it”
- “I agree with the overall concept, but I am not comfortable with doing it that specific way”
- “That doesn’t work for me but I know Dr Jones.....”







National Comprehensive Cancer Network®

NCCN Member Institutions

- **Who We Are**

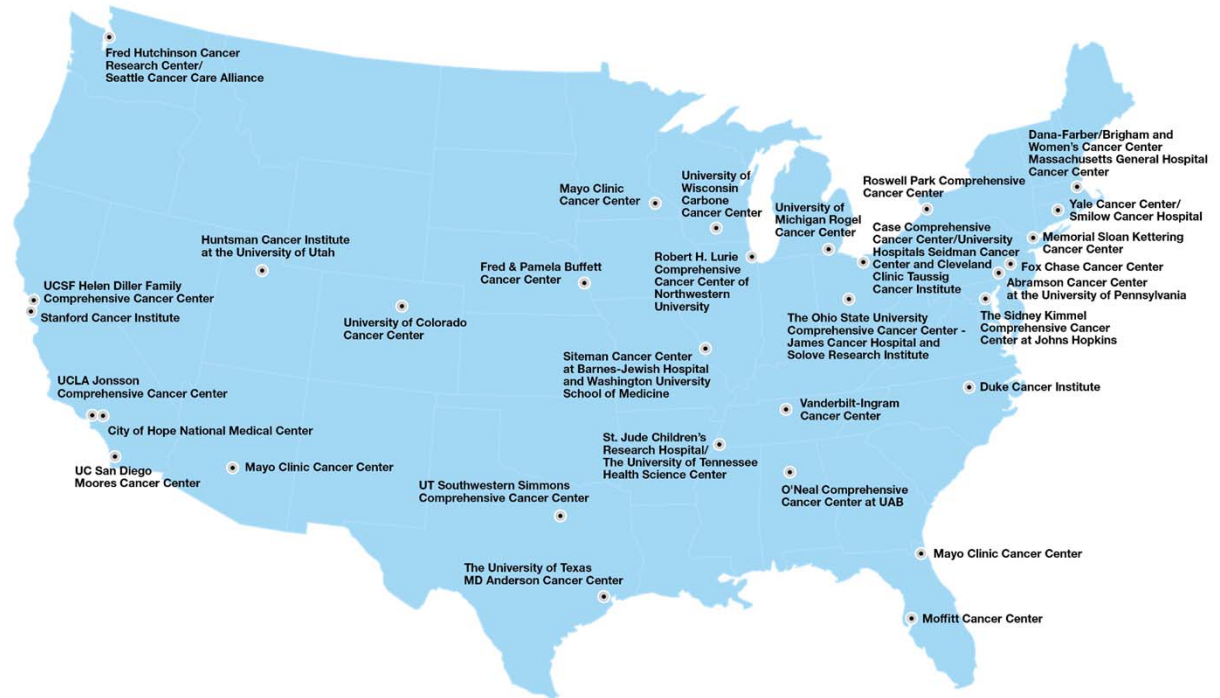
An alliance of leading cancer centers devoted to patient care, research, and education

- **Our Mission**

To improve and facilitate quality, effective, efficient, and accessible cancer care so patients can live better lives

- **Our Vision**

To define and advance high-quality, high-value, patient-centered cancer care globally



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