

# Mission Mentoring

Our mentoring program was developed to help new physicians and Advanced Practice Providers (APPs) integrate into our system with ease. Each newly employed provider is connected with a peer who can help them through the nuances of being a part of a new organization. Our mentoring program is not a coaching program; its goal is to build relationships at work and help new team members learn more about the community they serve. Mentors should meet with their mentees monthly for the first three months and then quarterly.

*We encourage you to connect in person with a meaningful session length of 30 – 60 minutes.*



“Physicians go where they are invited, stay where they are well treated, and grow where they are cultivated.” – Rodger Bonds

# Mission Mentoring Timeline Journey

## Welcome Call

- Congratulations & Welcome
- Questions re: the area, schools
- Discuss resources available
- Family interests/connections
- Discuss vision for their practice



## Follow-up Discussion Questions:

- How was your first week?
- Are there any questions I can answer for you?
- How are you connecting with your team/manager?
- Is there anything I can assist you with?

## Quarter 3

- Would you be interested in mission work locally or abroad?
- How are you connecting to and living out the mission?
- Do you feel like you have a sense of work/life balance?
- Have you had the opportunity to participate in any Provider Relational Initiatives?
- How can I be of further support?

## Month 1

- How has your transition been?
- How was orientation?
- Have you met your Clinical Mission Integration (CMI) leader?
- Have you been able to connect with all the resources you need to do your job?
- How can I support you?

## Quarter 2

- How is the Spiritual Wholeness Screening going in your practice?
- What are you enjoying in your work life? What is going well?
- What have you done recently to care for yourself?
- Do you feel recognized for your work accomplishments? Explain? If not, how can you be recognized that would be meaningful to you?
- What is one thing that would make your job more satisfying and rewarding?

## Month 2

- Please share some things you are celebrating in your practice.
- Please share some challenges you are experiencing in your practice.
- How is our mission impacting you and the way you serve our patients and fellow team members?
- Who has been your greatest support during these last two months? What is it that they do that makes you feel whole?
- What have you been able to do outside of work to bring you Joy?

## Month 3

- Is this transition meeting your expectations so far?
- Reflecting over the last 3 months working at AdventHeath, what is something you have learned in one word?
- Tell me about a meaningful connection you had with a patient, a teammate or your whole team.
- How are you progressing on the challenges you were facing the last time we spoke?
  - What stressors are you experiencing?

## Quarter 4

- What is one thing you are passionate about that you would like to bring awareness to the medical group?
- What personal interest projects are you currently working on?
- Have you established additional connections with a colleague or administrator you can talk to for support?
- In the next 12 months, where would you like to see yourself? What would you have accomplished?
- Do you feel this mentorship was of benefit to you personally and to the success of your practice?

