

How do find a ~~Unicorn~~ Mentor

Ruth Franks Snedecor, MD

Ruth.frankssnedecor@bannerhealth.com

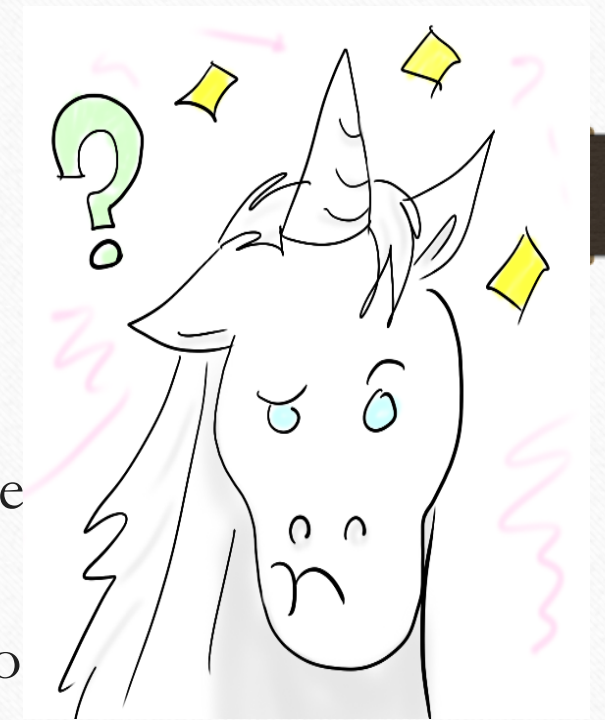


What Qualities Make a Great Mentor?

- Familiar with the organization's culture and how to best navigate it
- Demonstrates honesty, integrity and respect
- Good communication skills
- Committed to help develop you through guidance, feedback, and occasionally, an insistence on a particular level of performance or appropriate direction
- Initiates new ideas
- Sensitive to the emotions and feelings of the mentee
- Typically highly successful in both their job and in establishing and maintaining professional contacts
- Willing to communicate failures as well as successes
- Organized and able to spend an appropriate amount of time with the mentee
- Able to say when the relationship is not working and back away appropriately without regard to ego issues or the need to assign blame or gossip about the situation

Where Can I Find A ~~Unicorn~~ Mentor?

- Who do you look up to in your day to day work?
- Have you ever said, “I want to be like them someday” or “I want to do what they do”?
- Have you been to a talk where the speaker spoke about something important to you?
- Do you know someone that works in an area you are passionate about? Or someone passionate about change?
- Have you met someone and were impressed with their ability to get things done?





~~Unicorn~~ Mentor Found!

What is Next?

- Who else would you recommend I connect with to achieve success?
- What would you do if you were me? Or What would you do differently?
- What mistakes have you made? Or What do you wish you knew?
- How would you handle *give an example of a barrier*?
- What mistakes do you think I am making?
- When can we meet again?
- What should I have accomplished in that time?

~~Unicorns~~ Mentors in QI and Patient Safety Are Committed to You!

- There are lots of us and believe it or not we don't have to work in the same field
- Initial contact is the most difficult and **DON'T GIVE UP!**
- We pride ourselves on your success and our job is help you overcome barriers and stay on task
- Please give us credit too, we like to see our names in lights



A Few of Our Finest ~~Unicorns~~ Mentors

Family Practice: Jacob.Anderson@bannerhealth.com

Emergency Department: Aneesh.Narang@bannerhealth.com

Internal Medicine: Ruth.FranksSnedecor@bannerhealth.com

Psychiatry: Alena.Petty@bannerhealth.com

Surgery: Nirav.Patel@bannerhealth.com

IM Pulmonary Critical Care: Roxanne.GarciaOrr@bannerhealth.com

Medical Toxicology: Jerry.Snow@bannerhealth.com

