



**College of  
Registered Nurses  
of Manitoba**

# Mentoring Role

Mentorship is a planned professional relationship that has a broad focus and may occur over an extended period of time. Both the mentor and mentee benefit from the mentorship relationship by reflecting on their own practice, experience, professional responsibilities and obligations.

A mentor has:

- strong communication skills
- clinical competence and confidence
- interpersonal competence
- personal and professional integrity
- effective conflict resolution skills
- patience
- strong self-awareness of professional roles, obligations and professional boundaries

The mentor fosters a safe environment for the mentee to comfortably share their experiences. The mentor must also demonstrate a solid understanding of the power differential between the mentor and mentee.

Frequent communication between both parties is required. This may occur in person, via email or any manner that is mutually agreed upon. The mentor and mentee will agree on the type of communication expected as well as the frequency, duration, location, place and time of the interaction.

Flexibility is expected from both the mentor and mentee respecting that schedules may need to change depending on circumstances. However, a commitment to the mentor

relationship from both is necessary to ensure the integrity of the relationship and promote continued benefit, growth and learning.

## **A mentor:**

- Collaborates with the mentee to establish professional goals and expectations
- Encourages mentee self-awareness by exploring attitudes, perspectives and beliefs
- Encourages mentee autonomy
- Supports the art and science of registered nursing
- Celebrates success and achievements of the mentee
- Demonstrates respect for the mentee and the mentee's ability to make decisions and provides constructive and honest feedback

## **A mentee:**

- Identifies professional goals to be achieved including skills and knowledge
- Seeks out learning opportunities and resources to support learning
- Collaborates with the mentor in creating a mentoring plan and logs progression and revisions to the plan
- Has a willingness to consider all that informs registered nursing practice
- Identifies areas of strength and success
- Identifies professional practice situations or scenarios for review and discussion

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