



# Mentorship Facilitating a Community of Practice “Workshop and Share”

May 6<sup>th</sup>, 2016

Prepared By: Deborah Everett, Connie Foote, Judy Fraser  
Arsenault, Shannan Grant and Laura Reid

Guest Speakers (Videocon): Andrea Glenn and Laura Chiavaroli

# Mentorship “Work Shop and Share” Timeline

Topic	2:00 pm	2:20 pm	2:30 pm	2:50 pm
Starting a Discussion: What is mentorship?	✓			
Introduction to the DNSAA Mentorship Program (An Example)	✓			
Student and RD Shares: Experience with Structured Mentorship Programming		✓		
Break-Out Session: First Mentee-Mentor Exchange			✓	
Reflections and Shares from “Breaking Out”				✓

***What is mentorship to you?***

# *Mentor-Menteeship* Definitions

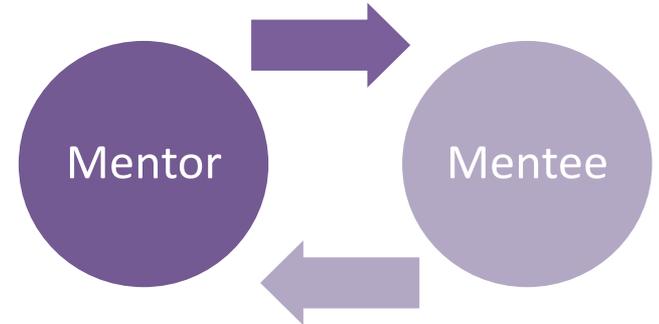
- A personal developmental relationship in which a more experienced and/or more knowledgeable person helps to guide a less experienced or less knowledgeable person.
- Different than evaluation/ preceptorship/ sponsorship
  - Distinguishing feature.... Evaluation (or lack there of)

Mottillo et al. (2016) Canadian Respiratory Journal; 2016: 1-10.; MacDonald et al. (2013) Academic Medicine; 88 (1): 61-66.; Minor (1995). Coaching For Development. Menlo Park, CA: Crisp Publications, Inc.; Murray (1991). Beyond the Myths and Magics of Mentoring. San Francisco: Jossey-Bass Publishers.

# Types of Mentorship Relationships

## ✓ *Peer-to-peer*

- Graduate to undergraduate
- 4<sup>th</sup> year student to 1<sup>st</sup> year student
- Intern to undergraduate
- Seasoned Dietitian to young professional



## ✓ *Professional to student*

- Dietitian to intern
- Dietitian to undergraduate
- Media professional to young professional...
- Need not be RD-RD

- Can you name some non-RD mentors that new RDs may benefit from connecting with?

## ✓ *Academic to student*

- Nutritional Scientist to student/ intern/ young professional

## ✓ *Other*

- Community leaders (e.g. elders)

# Evidence

*Research Article*

## **A National Survey of Mentoring Practices for Young Investigators in Circulatory and Respiratory Health**

**Salvatore Mottillo,<sup>1,2,3,4</sup> Pierre Boyle,<sup>5</sup> Lindsay D. Jacobi Cadete,<sup>5</sup>  
Jean-Lucien Rouleau,<sup>5,6</sup> and Mark J. Eisenberg<sup>1,2,4,5</sup>**

Canadian Respiratory Journal  
Volume 2016, Article ID 5260134, 10 pages  
<http://dx.doi.org/10.1155/2016/5260134>

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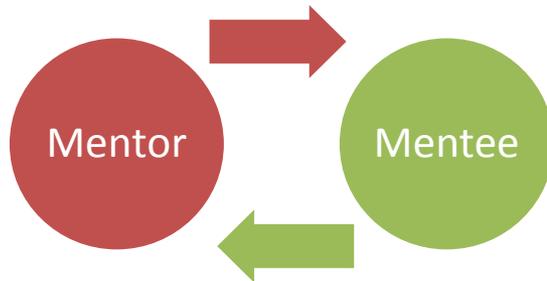
- ***Interdisciplinary practice*** -- Opportunity or threat?
- ***Formal versus informal mentorship***
- ***Quality Assurance*** -- Key themes: Oversight, respect...
- ***Deep interest in work-life-balance; new professionals/ students --They're watching...*** Can we create an environment in which we can practice what we preach?



***Dietitians of Canada***  
***Les diététistes du Canada***

## Mentoring

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### Mentoring

Everyone gains from a mentoring experience: the mentee, the mentor and, in turn, the dietetics profession.

### What is mentoring?

Mentoring is a peer to peer relationship in which a more experienced person helps someone with less experience to grow and develop.

The "mentor" and "mentee" agree on a goal, often with specific skills or knowledge development in mind. The mentor shares her/his expertise and wisdom, supporting the mentee to enhance skills, increase productivity and/or achieve in a particular area.

Some organizations offer facilitated mentoring programs and formal programs designed to encourage and prepare employees for advancement.

<http://www.dietitians.ca/Become-a-Dietitian/Mentoring-Preceptoring/Mentoring.aspx>

## ***Mentoring for Dietitians***

A Dietitians of Canada conference session handout that summarizes mentor characteristics and skills, mentoring across diversity, and resources available.

## ***Mentee Self-Assessment Tool (What about Mentor?)***

A checklist of skills and attributes to help senior University of Saskatchewan nutrition students assess themselves as they prepare for a practicum/work experience.

**FROM...**

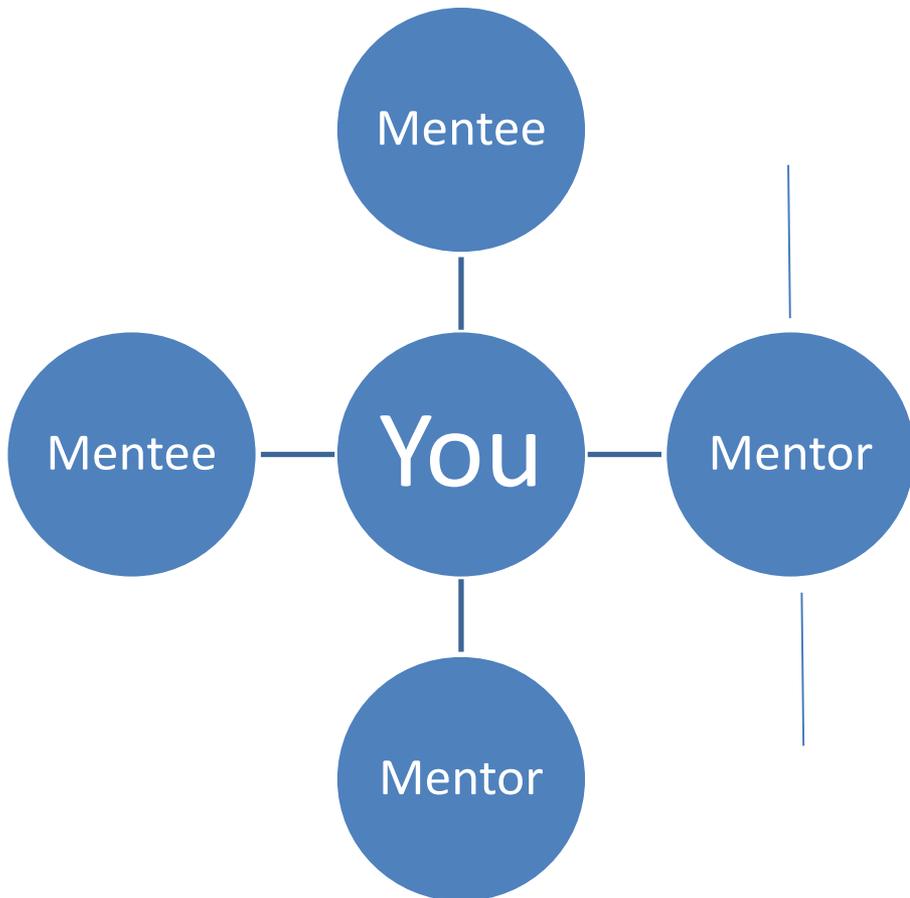
# **Feedback and Evaluation: A Guide to Fostering Competent Dietitians**



- Begin with interns' self-assessment
- Give feedback in a private area
- Focus feedback on the action/ behaviour rather than mentee
  - Provide examples
  - Provide opportunities to improve
- Give feedback in a timely manner and in small, frequent doses...

***Can you pull from this handout  
without being evaluative?***

# Mentorship = Sustainability



Nutritional Sciences  
UNIVERSITY OF TORONTO  
DEPARTMENT OF NUTRITIONAL SCIENCES

## Mentorship Handbook



A screenshot of a YouTube video player. The video title is "DNS Mentorship Program Revised Version" by "Chuck Chen". The video thumbnail shows the University of Toronto logo and the text "MENTORSHIP PROGRAM" above a stylized city skyline. The video has 29 views and a "Subscribe" button with 0 subscribers.

Watch the link → [https://www.youtube.com/watch?v=Oq-i4\\_DtHYo](https://www.youtube.com/watch?v=Oq-i4_DtHYo)

# Laura Chiavaroli, MSc, PhD(c)

Laura Chiavaroli is a Doctoral Student at the University of Toronto in the Department of Nutritional Sciences with Dr. David Jenkins. Her PhD research focuses on the effects of low glycemic index and high fiber diets on macrovascular (carotid arterial health) and microvascular (retinal arterial health, renal function) disease in type 2 diabetes.

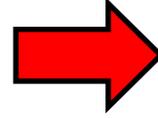
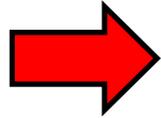
Her interest in nutrition research has led her to also work as a Clinical Research Coordinator at Glycemic Index Laboratories and to volunteer with the Canadian Nutrition Society promoting Canadian nutrition research. Laura has also been a member of the Department of Nutritional Sciences Mentorship Program for 2 years and is currently mentoring with a Registered Dietitian involved in research.

*Laura has worked alongside dietitians throughout both her academic and non-academic experiences and has observed the barriers of translating glycemic index advice without appropriately designed tools and education for dietitians. She is increasingly interested in learning more about education and in about how to support Registered Dietitians in her research moving forward in order to help overcome these barriers and allow dietitians to become active members of research.*



# Student Perspective – Transitioning to Young Professional

**Year 1 in Mentorship**



**Year 2 in Mentorship**

## **4<sup>th</sup> yr PhD Student**

- Vague outline of thesis
- No teaching experience
- Unsure where to plan next steps
- Unbalanced work-life time

## **End 4<sup>th</sup> yr PhD Student**

- draft of thesis
- 2 TA ships complete
- Contacted Professors  
Re: Post-Doc positions
- Balanced work-life approach

## **5<sup>th</sup> yr PhD Student**

- Thesis complete and defense scheduled
- 4 TA ships complete
- Post-Doc position secured for September
- Balanced work-life approach
- Became a Mentor to an undergraduate

# Andrea Glenn, MSc, RD

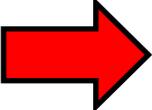
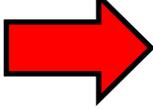
Andrea Glenn is a *Registered Dietitian* who has been working in clinical nutrition research in Toronto for the past 4 years.

She completed her BSc in Human Nutrition at *St. Francis Xavier University* and completed her MSc in Nutritional Sciences at the University of Toronto. She completed a clinical-focused dietetic internship at Mount Sinai Hospital in Toronto.

Most of her research experience has been in the area of nutritional management of diabetes, such as glycemic index education and evaluation. She is currently working at the Clinical Nutrition and Risk Factor Modification Centre at St. Michael's Hospital in Toronto.



# Young Professional Perspective

Year 1 in Mentorship   Year 2 in Mentorship

## New role

- Little experience
- Opportunity to discuss issues and possible solutions

## More established

- Discuss opportunities to enhance skills
  - CDE exam
  - CDA webinar
  - DC learning on demand

## Future career plans

- Writing CDE exam this month
- Pursing opportunities to help decide future career plans (PhD?)

**PhD?**

# Summary

A structured mentorship program assists both students and young professionals to:

- Overcome challenges in a safe space
- Set realistic goals and improve success in achieving them
- Exposure to opportunities for personal and professional development
- Assistance in determining next steps
- Overall improvement in self-understanding and self-confidence

# Break- Out Session *20 minutes*



- ***Groups of 3***
  - Mix of trainees and professionals
  - Observer, Mentee and Mentor
- ***Review Handout***
  - Two group members will “act out” the first mentorship program meeting (using the manual provided).
- ***Discuss (and share):***
  - What did the manual teach me?
  - Would I use a manual like this?
  - Is there anything I would change about the manual?
  - Do you think that it is important to have discuss/ define what mentorship means to Nova Scotia Dietitians/ nutrition professionals?

Thank you for your participation!

*Questions or information requests about this session can be sent to:*

[info@nsdassoc.ca](mailto:info@nsdassoc.ca) or [shannan.grant2@msvu.ca](mailto:shannan.grant2@msvu.ca)