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Improving
Clinical Instructor Effectiveness

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Think back to when you were a first
beginning this program?

- Stressed
- Balancing work, home and school
- Wanting to fit in
- Feeling in the way

- That clinical instructor HATES me!!

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- We always want to make things better for our kids:
 - Environment
 - Safety
 - Education



- So why do we try to make it hard for these students?

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Survey Results

- We have a very busy schedule
- They are in the way
- We are doing what's best for the patients
- Worried about them taking your job

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Survey Results

- We have a very busy schedule
 - Use the students to your advantage
- They are in the way
 - Show them how to improve and they will help and not hinder
- We are doing what's best for the patients
 - What about the patients of the future?
- Worried about them taking your job

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But that's the way I learned!!

- Old philosophy
 - Sink or swim
 - See one, do one, teach one
- When do we break the cycle?
- Lack of performance in the workplace is far more frequently caused by environment than the individual...

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Mentoring Objectives

- To succeed in departmental expectations
- To gain confidence in skills as a radiation therapist
- To promote healthy working relationships
- Increase professional satisfaction
- Reduce stress of new employees
- Develop solid working relationships with peers

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What is mentorship?

- Mentorship is a mutually determined, developmental, and personal relationship between a new employee and a seasoned one.
 - the mentor recognizes the value and skill potential of the protégé
 - the protégé recognizes the experience and wisdom of the mentor.

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Mentoring

- Mentoring programs increase job satisfaction through positive exchanges of ideas and experiences as well as enhancement of professional growth.

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Mentor/Mentee pairing

- Myers Briggs Type indicator
 - Extrovert/ Introvert
 - Sensing/ Intuition
 - Thinking/ Feeling
 - Judging/ Perception

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The MBTI measures...

Your *preferred* ways of thinking and behaving



Understanding your preferences can help you to:

- be more successful
- deal with other people better
- contribute more to the team
- reduce stress
- enjoy your work more
- get more out of life

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Mentoring

- You don't have to be their friend to be their role model
- Show them how you work, but encourage them to put their own flare to it
- Listen
- Be patient

- Who knows you may find you have a natural knack for teaching!

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□ How has this improved our student/therapist relationship?

- Increased retention
- Therapist took ownership in the educational process
- Better work environment

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	Confidence at graduation	Did or would you apply for employment	Would you recommend this RT program
2002 No mentorship	6% <small>(somewhat to very confident)</small>	18.75%	6.25%
2003 Mentorship w/ random pairing	39%	40%	46.67%
2004 Mentorship with MB pairing	72%	64%	72%
2005 Mentorship with MB pairing	78%	68%	84.2%

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Survey Results

- Class with no mentoring did not feel accepted by other professionals, were less likely to apply at facility trained, and had negative thoughts about their program
- Class with random pairing showed some improvement in all categories
- Today's mentoring program shows great improvement of feelings by both CI and students

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Characteristics of a good mentor

- People oriented
- Tolerate ambiguity
- Value their company and work
- Respect and like their subordinates
- They must be creative listeners who encourage and enable mentees to find their own path, using understanding and empathy more than direction?

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Mentoring

- Know who are you mentoring
- Mentor the individual
- Know that experience is relative
- Set realistic expectations
- Talk *with* your mentee *not at* your mentee

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Mentor tips

- Show several times
- Allow questions
- Answer questions
- Make it a two way conversation
- Try to keep *I* and *me* out of the conversation
- *Slow down and listen*

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Evaluation

- Honest assessment
- Mentor the student or the new employee as a *Team Member*
- Set reasonable expectations
- Evaluate the skills at the proper competence level

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Transition

- Team member
- Responsible
- Trustworthy
- Independent
- Competent*

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For the Educators...

- How do we get the therapists to even want to participate in the program at all?
 - Making it worth their while
 - CE credits
 - Rewards
 - Educator of the year
 - certificates
 - Administration
 - Making therapist accountable

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Professional Development Model

- Ranking system for therapists to work their way up to the top.
 - Education of students is part of their job
 - Student evaluations used in therapist yearly evaluation

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Charles Washington



Ronnie Lozano

- Where would you be without your mentors?
- You may have already mentored someone without even knowing it!


Shaun Caldwell

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We are all educators



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□ Same with students

- May be their first time in a healthcare setting
- Nervous about professional/patient communication
- Make sure you evaluate them on where they are at for their level
- How do you react to modify the behavior

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Know that there will be mistakes!!