

NCF MENTOR GUIDE

Guide for Nurse Mentors

Do you remember what you felt like when you were a new nurse, just starting out after graduating? Did you ever long for a more experienced nurse to talk with about your new experiences and feelings? Maybe you were fortunate to have another nurse take you "under their wing" and you know the value of that relationship. Have you ever considered being a mentor to a new nurse?

Mentoring is an important role. It is coming alongside someone and helping the person to grow both professionally and personally. This guide is designed to help you mentor a less- experienced nurse or student.

Even though nurse-mentoring relationships are being shown to be very effective, many shy away from this kind of relationship when they hear the word "mentor". They may lack confidence or not feel qualified to fill the role. It is important to remember that a mentor is NOT someone with ALL the answers.

Being a mentor includes:

- Understanding what it is like to be a less experienced nurse.
- Desiring to have a relationship with a less experienced nurse or student to help the person grow and develop.
- Listening well and being a "sounding board"
- Providing encouragement, help with solving problems, and prayer.
- Affirming and challenging a less-experienced nurse or student to grow.

CST is an acronym created by NCF staff that may help guide you in a mentoring role.

C = Come along side

S = See what God is doing

T = Take the next step

"**C**oming along side" involves getting to know the mentee both personally and professionally. Find a comfortable place to meet and talk. Some starter questions can include:

- Tell me a little about yourself and your family
- What drew you to nursing?
- What do you enjoy most about your current nursing position?
- What is the most challenging thing you face in your current position?
- What are your long and short-term goals?

"**S**eeing what God is doing" involves learning about the mentee's spiritual journey. Questions you might ask are:

- Tell me your salvation story or when Jesus became your Savior.
- What has God taught you through the circumstances in your life?

- What challenges are you facing now in your spiritual journey?

"Taking the next step" involves helping the mentee to grow and develop. You can offer encouragement and guidance as you discuss problems and challenges, brainstorm solutions, make plans, evaluate outcomes, and pray together.

There are many common issues that new nurses face. Here are a few that you may want to explore together:

Personal

- Caring for self and stress management
- Setting boundaries; finding balance between work and downtime
- Maintaining healthy relationships

Professional

- Dealing with difficult "firsts" - like the first "culture shock"- Often a new nurse has idealistic expectations and experiences a "honeymoon" period when first starting to work. When this initial period ends, the new nurse can feel overwhelmed and discouraged by an increased workload, less patient time than desired, unit/office politics and conflicts, fear of making mistakes, etc.
- Time management
- Death of a patient
- Caring for patients with immense personal and social needs

Spiritual

- Involvement in a local church and having fellowship with other believers
- Taking time to be alone with God in the Word and prayer
- Dealing with ethical issues at work that involve patients and coworkers
- Discovering Bible studies and other NCF resources that help to bring Christian faith to nursing
- Reaching out to others with the Good News of Jesus

Above all, **a mentor prays** for the mentee to flourish in every dimension of life, to have wisdom, and for their relationship to deepen. Let God be your ultimate guide.

Prepared by NCF staff
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