

Being an Effective Mentor

FacDev in 5 KEY TAKEAWAYS



Watch the FacDev in 5 Video featuring Dr. Anthony Oliva, Vice Chair of Education, Department of Anesthesiology.

KEY TAKEAWAYS



Practices of good coaching for learning.

1

Use Active Listening Skills

Use open-ended questions to learn your mentee's values, strengths, and goals. Listen first, problem-solve later.

2

Consider Cultural and Gender Influences

Be mindful of cultural and gender barriers, discuss them openly, and reflect on your own biases.

3

Balance Support and Challenge

Encourage growth with honest feedback, opportunities, and high expectations.

4

Respect Professional Boundaries

Set clear expectations and uphold professional boundaries to keep the relationship healthy.

5

Be Aware of Available Supports

Direct mentees to institutional or local supports when needs extend beyond your role.



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[Kiefer, K. Tips for success: Fostering a good mentoring relationship. Developmental Dynamics. 2010](#)

[Ramani, S., et al. Twelve tips for developing effective mentors. Medical Teacher. Vol. 28, No5, 2006, pp404-408](#)

[Freeland, D., et al. Three good questions for faculty and their mentors in support of academic career development. Academic Medicine. 2025](#)

