

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.
tinyurl.com/FD5-Mentor

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.



DIVE DEEPER

Freeland, D., et al. Three good questions for faculty and their mentors in support of academic career development (Acad Med 2025).

Kiefer, K. Tips for success: Fostering a good mentoring relationship (Dev Dyn 2010).

Ramani, S., et al. Twelve tips for developing effective mentors (Med Teach 2006).

