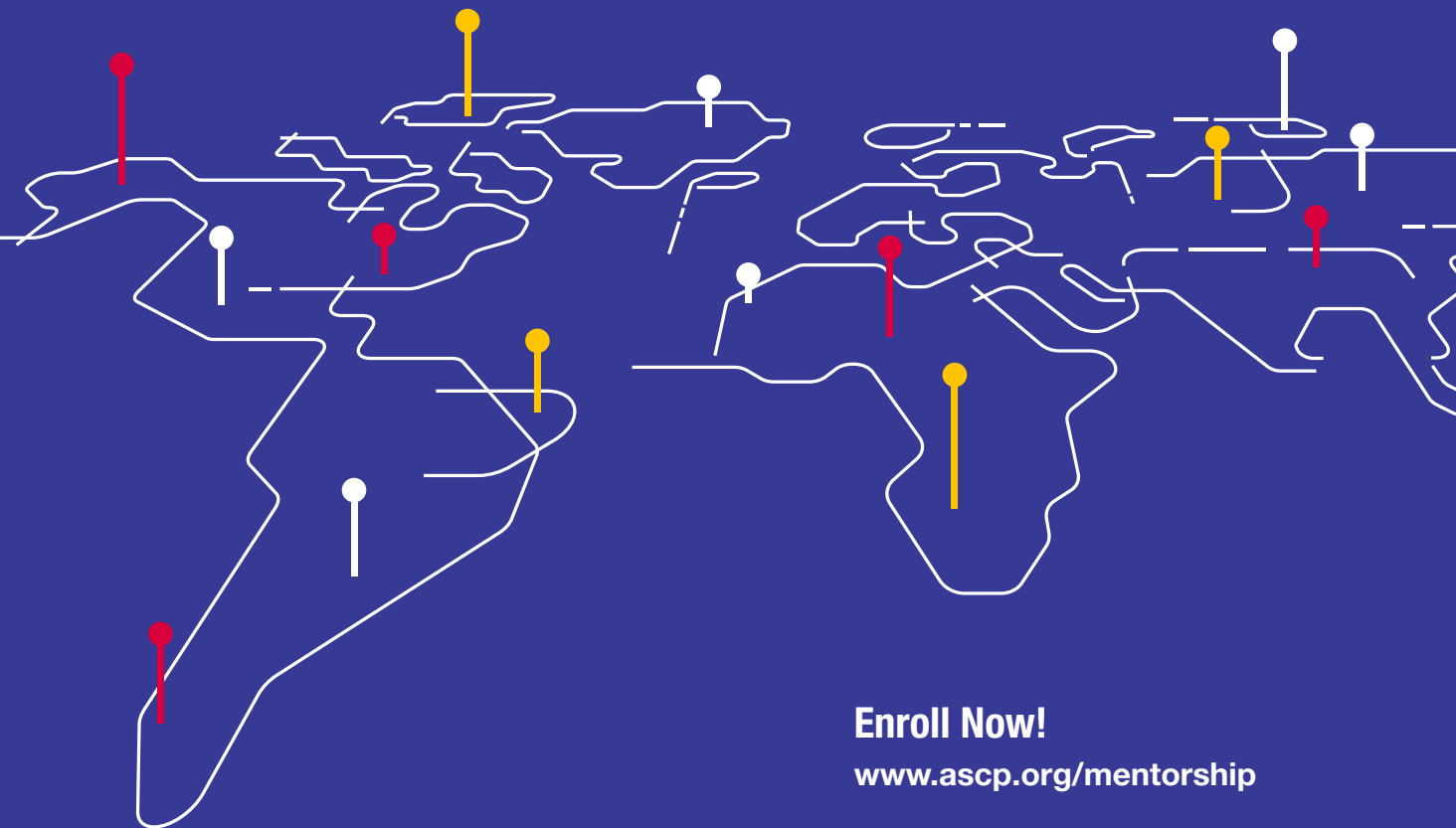


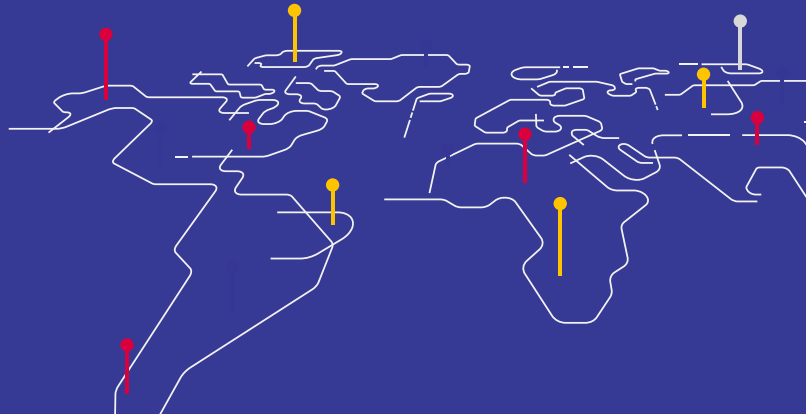


MAKING CONNECTIONS. GROWING CAREERS.



Enroll Now!

www.ascp.org/mentorship



Announcing the ASCP Mentorship Program! The mentorship program connects individuals with specific skills and knowledge (mentors) with individuals seeking the same skills (mentees). Mentors guide mentees in improving desired skills, advancing in the lab, and connecting with others outside of their lab.

Exclusive to ASCP Members! If you are not an ASCP Member you can join at www.ascp.org/join.

A mentorship provides benefits for both the mentees and the mentors including:

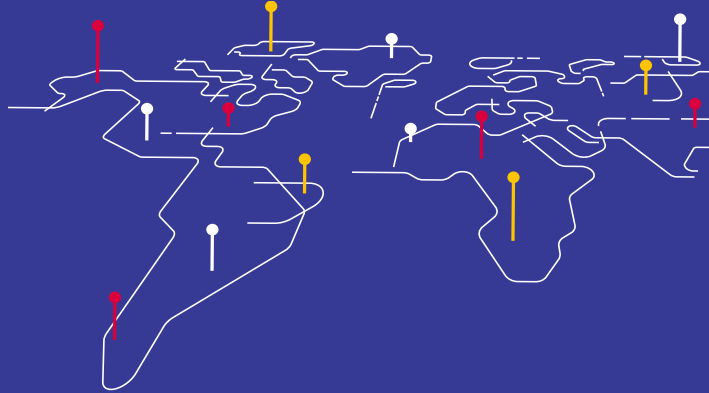
- Promoting personal and professional development
- Cultivating leadership skills
- Decreasing stress and anxiety
- Increasing job satisfaction
- Improving key talents
- Expanding your network

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The ASCP Mentorship program offers any ASCP member a diagnostic medicine focused mentorship. Mentors and mentees must enroll and then match up to work together for the entirety of the cycle.



How does it work?

Members visit www.ascp.org/mentorship to get started in the program in 6 simple steps:

1. Click Get Started as either a Mentee or Mentor.
2. Create a profile for the Mentorship program.
3. Enroll in the program as a Mentee or Mentor by setting up your Mentee or Mentor Profile.
4. Search for Mentees/Mentors through the Mentorship Directory.
5. Request a Discovery Call to connect with potential Mentors/Mentees.
6. Begin mentoring!

How Do Mentors / Mentees Match?

During the enrollment process, members will select preferences for various demographics to establish their personal criteria.

A registered Mentee will visit the “*Search Profiles*” page and fill in their search criteria to search for possible Mentors. The Mentee will click the names of the potential Mentors to view their profiles. Once the Mentee has found a possible Mentor, click on their profile to send a personal message requesting a Discovery Call. An email will be sent to the Mentor alerting them that they have received a message.

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Mentorships cover a variety of topics including:

- Career Exploration
- Gaining Experience
- Finding a Fellowship
- Building Connections/Networking
- Job Searching
- Interviewing Skills
- Professionalism
- Effective Communication
- Professional Experiences
- Life Experiences
- Leadership Development
- Organizational Culture
- Navigating Re-certification
- And more!



I highly recommend joining the ASCP Mentorship Program. Our organization is galvanizing the field and promoting excellence through true, dedicated person-to-person communication! I really believe that this effort will have a broad-reaching impact on career development in our field, our community of pathologists and laboratory medicine staff, and patients.

Kelly Mooney, MD





The mentor guides, coaches, and inspires the mentee while contributing to the mentee’s professional growth. Mentors serve as a role model and become a part of the mentee’s network.

- Maintains consistent contact with the mentee and attends scheduled mentoring sessions.
- Shares professional experiences, offers feedback, and introduces the mentee to resources in an effort to help the mentee develop professionally.
- Based on mentoring best practices, mentors are recommended to plan to have a scheduled phone call with their mentee at least once a month.
- Mentors lead the discovery call by walking through the Discovery Call Outline.
- When mentees give mentors topics in advance, mentors are encouraged to think about resources and experiences that can speak to that issue.
- Mentors are expected to exemplify professionalism in communication and interactions.
- Once the mentoring relationship has ended, mentors are asked to complete an exit survey.

“Being a mentor over the course of my career has been the most important source of professional satisfaction for me.”

Barbara J. McKenna, MD, MASCP

ASCP Past President and
ASCP Mentorship Award Winner



The mentee seeks guidance, coaching, and constructive feedback from the mentor regarding professional development and career goals.

- Mentees are responsible for initiating the relationship and must invite a person to be their mentor via the ASCP Mentorship program website.
- Mentees are responsible for driving the relationship, meaning that mentees must have clear goals for what they want to achieve from participation and take responsibility for pursuing those objectives within the length of their mentoring relationship.
- Mentees take initiative by staying in regular contact with the mentor and schedule one hour of mentoring a month.
- Mentees should keep scheduled commitments and provide advance notice of any unforeseen conflicts requiring rescheduling. We recommend you give 48 hours' notice and reschedule the missed call ASAP.
- Mentees should wait until the relationship is completed to inquire about job opportunities with their mentor. If you are looking for a job at any time during/after your mentoring relationship, please visit ASCP's Career Center at www.ascp.org/careers.
- Mentees are expected to be professional, courteous, and gracious in every transaction with their mentor.
- Once the mentoring relationship has ended, mentees are asked to complete an exit survey.



The need for mentorship is apparent. Since the launch of ASCP Mentorship Program, I received three requests for mentorship within the first week. I encourage all laboratory professionals to become a mentor and a mentee. In order to have true growth and success, you will always be in both roles. Constructive, thoughtful advice is needed in all phases of one's career. A mentor provides guidance with no ill intention, which creates an environment for progress and results in productive laboratory professionals.

Tiffany Channer, MPH, MLS(ASCP)^{CM}



**MENTORSHIP
PROGRAM**

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