

4.1 Current Role — Overview

Purpose

Use this section to explore the mentee's current position, with a focus on his or her job satisfaction, workplace engagement, and empowerment. The goal for the mentee is an increased understanding of the current position, resulting in increased effectiveness.

Perspective

If the mentee is fairly new to the work environment and to your hospital culture, this section is highly recommended because all of these topics are closely linked with retention. In fact, in a past Gallup survey, nurses have among the lowest engagement levels of any category of workers. Nearly one in four nurses (25 percent) surveyed were "currently actively disengaged," compared to only 16 percent of all other workers in the United States. The survey defines actively disengaged staff as "physically present but psychologically absent." A recent Press Ganey Employee and Nurse Check-up Report states, "One way organizations can improve employee perspectives with operations is to create partnerships with employees." Mentoring can be one such partnership. Many times, the mentee's self-esteem also can prevent him or her from enjoying work and moving forward. It also is critical for mentees to understand what *power* is in their work environment and personal lives. Empowerment includes understanding the types of *power* in their work environment, as well as their personal involvement and choices.

Preparation

Review your mentee's goals and what you know about your mentee from your previous meetings. Have a copy of your hospital's organizational chart ready for discussion, as well as specific information about how decisions on topics, such as shared governance structure, are made at your hospital.

Tools

- Current Role — Discussion Starters
- Journaling Activity
- Hospital Mission and Vision Engagement Activity Instructions
- Mission and Vision Worksheet ★
- Workplace Engagement Survey ★
- Adaptability Worksheet ★
- Power in the Workplace
- Power in the Workplace Worksheet ★
- Current Role References

Pointers

- ▶ Jot down a few notes about your discussions with your mentee, either on the question page or on the worksheets. This is an area that can change and is worth reviewing as your mentee's confidence grows.
- ▶ Be careful not to become your mentee's psychological counselor, especially if the same issues continue to emerge and impede the mentoring progress and your session. You may want to encourage your mentee to use your organization's employee assistance program as an option.

★ *designates handouts and tools intended for the mentee*