

What is mentoring?

“Mentoring entails informal communication, usually face-to-face and during a sustained period of time, between a person who is perceived to have greater relevant knowledge, wisdom, or experience (the mentor) and a person who is perceived to have less (the protégé/mentee).”

What is WFSA mentoring program?

The WFSA mentorship programme will facilitate matching and connecting anaesthesiologists globally looking for a mentoring relationship. The mentorship will be one to one meeting using a virtual platform of their choice (web conferencing/what’s app/facetime.)

The voluntary mentorship program will Unite anaesthesiologists around the world with an aim to improve patient care.

The mentorship program will support anaesthetists with professional development and strengthen the global anaesthesia workforce by preserving and transferring accumulated professional knowledge within the anaesthesia community.

How much does it cost to have a Mentor?

This is a free service provided by voluntary anaesthesiologists from WFSA’s member societies. The website, application forms and matching system is hosted and actioned free of charge by WFSA.

Will I be paid as a mentor?

This is a voluntary position to assist global fellow colleagues.

How long can I be a mentor? How many mentees can I have?

The length of each mentoring relationship can vary. Relationships can be as short as 1 month and extend to 1 year. A maximum of up to 2 mentee per mentor due to time commitment but this can be discussed if a mentor has more free time (retired).

How long can I be a mentee? How many mentors can I have?

The length of each mentoring relationship can vary. Relationships can be as short as 1 month and extend to 1 year. WFSA limits mentees to only 1 mentor at a time. Once that mentoring relationship is complete, the mentee can apply for a new mentor for a different project/goal.

Can I choose my mentor?

WFSA will share mentee details with registered mentors and mentors will select mentees they feel they can assist.

Can I choose my mentee?

WFSA will share multiple mentee details with registered mentors and as a mentor you can select a mentee that you feel you can mentor.

Can I visit my mentor/mentee?

The mentoring scheme is set up for online support only.

How much time will it take to be a mentor/mentee?

The amount of time given to the mentoring relationship will be determined by both the mentor and mentee and this should be discussed at the initial meeting and agreed. The mentorship agreement will

be documented in the mentorship agreement.

Will my mentorship discussions be confidential?

Yes, all mentorship communication should be confidential, and the mentee and mentor should discuss this at the initial meeting. The mentoring consent form should be signed to confirm both parties are aware and confirm to uphold this agreement.

Will my personal data be confidential?

Yes, information sent to WFSA will be stored confidentially and only limited information will be shared with potential mentors and the mentorship committee

Can I have more than one Mentor?

Mentees are limited to one mentor at a time.

Can I have more than one mentee?

Mentors are limited to a maximum of 2 mentees at a time

I have not heard from my mentee/mentor, what do I do?

Mentee-you should reach out to your mentor and arrange an initial meeting or a follow up meeting, if you do not get a response, inform WFSA mentorship program. WFSA will make contact with your mentor and if this does not resolve the issues, allocate you a new mentor.

Mentor -you should await communication from your mentee, if your mentee fails to connect for either the initial meeting or follow up meeting, inform WFSA mentorship program. WFSA will make contact with mentee and find out if they still wish to be part of the mentorship program. You will receive an update on the status of the mentorship relationship. If the mentee wishes to cease the relationship, you will be informed and offered options of a new mentee.

My mentor/mentee relationship is not useful/helpful?

There is no obligation to remain in a mentorship that is useful but ensure that you have communicated your wants and needs from the relationship prior to terminating it

I am not a member of an association can I still apply to be a mentor/mentee?

Your application will be reviewed by the committee for eligibility, if you do not meet the criteria

I am a non-physician anaesthesia provider; can I still apply?

Your application will be reviewed by the committee for eligibility, if you do not meet the criteria

Do I get a certificate at the end?

Yes, a certificate will be emailed to you when you complete the final feedback

Do I have to submit an evaluation at the end of my mentoring relationship?

Yes, feedback is essential to improve the programme