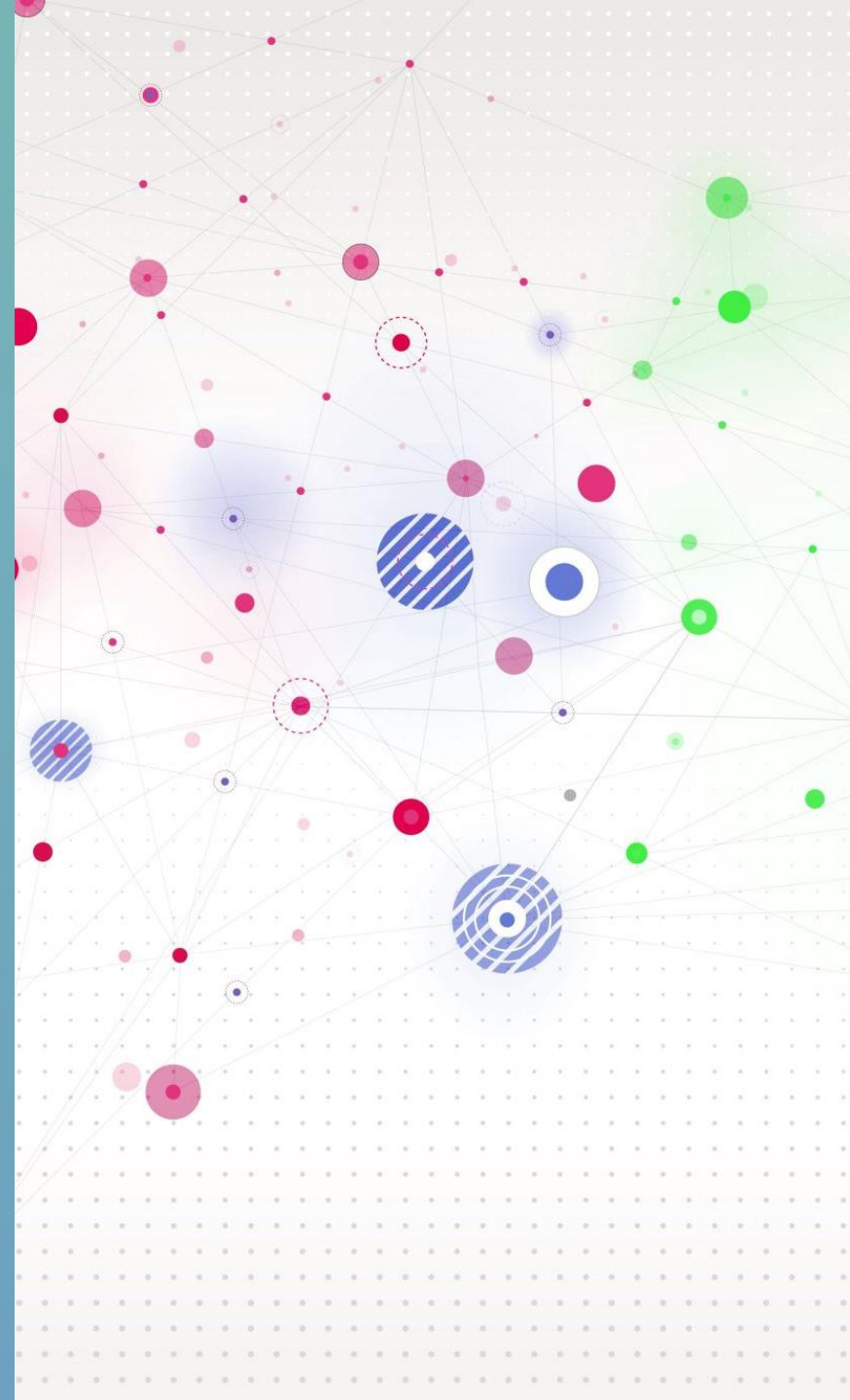


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MENTORING AND RESPIRATORY CARE



OBJECTIVES

- What is the role of a mentor in respiratory care
- Describe the role of an assessment tool in mentoring new respiratory therapist
- Describe the difference between mentoring and precepting
- Describe the qualities required for a good mentor and a good mentee
- Describe the steps involved in mentoring
- Describe the outcome desired for a new mentee



WHAT IS MENTORING IN RESPIRATORY CARE

Mentoring in the field of respiratory therapy is a vital relationship where experienced respiratory therapist guide and support new RTs to the field. These mentors provide valuable advice, share knowledge, and help shape the future of medical professionals.

Through mentorship, new RT's receive guidance, develop competence, and gain insights into clinical practice, research, and professional growth

WHAT IS THE PURPOSE OF MENTORING



Successful mentoring benefits the mentee:

- Strategic career planning
- Career advancement and/or promotion
- Work satisfaction
- Increase in motivation
- Personal growth and improvement



Successful mentoring benefits the institution:

- Leads to higher work satisfaction
- Improve recruitment and retention
- Enhance belief in the institution's commitment to quality care

WHAT IS THE DIFFERENCE BETWEEN MENTORING AND PRECEPTING?

Preceptors are assigned to new healthcare workers during clinical rotations or training programs

The duration of a preceptorship is typically short term anywhere from four to six weeks

The focus of precepting is to innate clinical skill acquisitions and teaching specific task within the work environment

Mentors are typically assigned to have a one-on-one relationship with the mentee and can extend during the long period of employment

The focus of mentors is to provide direction, instill values, and promote personal and professional development. This goes way beyond teaching basic skills to do the job

Mentors can sometimes develop relationships with the mentee outside the workplace

SOME KEY QUESTIONS

- What are the key attributes of an effective respiratory care mentor?
- How can mentoring programs enhance the transition from student to professional respiratory therapist?
- What strategies can mentors use to promote evidence-based practice and clinical competence?
- How do mentoring relationships impact job satisfaction and retention among respiratory therapists?
- What role does mentoring play in fostering research skills and advancing the field of respiratory care?

MENTOR QUALITIES

- To be an effective mentor you need to be approachable, experienced, supportive, and trustworthy, enthusiastic, and encouraging, and an active listener
- You need to provide both wisdom and guidance as well as moral support
- Interpersonal communication skills are vital
- Navigation of the professional settings is vital to success



MENTEE QUALITIES

- To be successful as a mentee you need to be proactive, committed, willing to learn, excited, open minded, and communicative
- Positive descriptors of a successful mentee is hard working, reliable, and inquisitive
- Positive personality as well as having a respectful demeanor and ethical behavior is vitally important to success
- Studies have shown that mentees who are communitive with the mentor have the most success
- Don't be afraid to ask questions



Mentor qualities

Role-model for mentee

Available

Approachable

Experienced

Supportive

Provides wisdom

Shapes skills

Facilitates growth

Trustworthy

Active listener

Enthusiastic

Encouraging

Pass on lessons learned

Collaborative

Actively facilitates networking

Mentee qualities

Proactive

Committed

Willing to learn

Excited

Open-minded

Communicative

Self-aware and reflective

RELATIONSHIP
DEVELOPMENT

Pre match stage

Initiation

Cultivation

Transition

Redefinition

Time period	Mentor	Mentee	Both
Initiation	Choose or be paired with an appropriate mentee Get to know the mentee	Learn to say no Learn to ask questions Learn to ask for help Get to know the mentor	Define goals, expectations, boundaries Review confidentiality standards and limitations Sign contract/agreement
Cultivation	Help with career planning and developing professional skills Advise on balance of work and personal life Teach. Advise. Facilitate Promote increasing independence	Accept and apply mentor's advice Learn. Grow skills and confidence Professional identity formation	Create and maintain trust and an emotional connection Track progress Regular meetings
Transition	Support mentee in moving towards independence Highlight growth achieved	Be gracious towards mentor for time spent and lessons learned	Prepare for termination of relationship Reflect on progress made and goals achieved Stay in contact
Redefinition	View mentee as colleague	View mentor as a colleague Apply knowledge to become a mentor themselves	Phase out peaceably Hold fond memories of the relationship

HOW DO YOU SUPPORT NEW RESPIRATORY THERAPIST



Education and Training: Provide targeted training sessions on evidence-based guidelines, research methods, and critical appraisal skills. Ensure they understand the importance of integrating evidence into their practice.



Clinical Preceptors: Assign experienced preceptors who model evidence-based approaches. Encourage mentees to observe and learn from their practices.



Case-Based Learning: Use real patient cases to discuss evidence-based decision-making. Analyze scenarios, review literature, and explore treatment options together.



Journal Clubs: Organize regular journal clubs where therapists discuss recent research articles. This promotes critical thinking and keeps them updated.



Access to Resources: Ensure access to reputable databases, clinical guidelines, and research journals. Familiarize them with reliable sources.

DESCRIBE
THE KEY
ATTRIBUTES
OF A
MENTOR

Experience and Expertise: They have a strong clinical background and in-depth knowledge of respiratory therapy practices.

Active Listening: They listen attentively to mentees' concerns, questions, and goals.

Empathy and Support: They provide emotional support, encouragement, and understanding during challenging situations.

Guidance and Feedback: They offer constructive feedback, guide decision-making, and help mentees develop critical thinking skills.

Professionalism: They model professionalism, ethical behavior, and respect for patients and colleagues.

STRATEGIES THAT THE RESPIRATORY THERAPY MENTOR COULD USE TO PROMOTE EVIDENCE-BASED PRACTICE

Critical Appraisal of Research: Encourage mentees to critically evaluate the latest scientific evidence. Help them identify valid, relevant studies to guide their clinical decisions.

Clinical Expertise Integration: Emphasize that research evidence complements clinical expertise. Mentors should guide mentees in applying research findings appropriately in different contexts.

Patient-Centric Approach: Highlight the importance of considering patient values and preferences. Collaborate with mentees to ensure treatments align with individual circumstances and wishes.

Guidelines and Best Practices: Familiarize mentees with clinical guidelines from reputable organizations. These serve as roadmaps while respecting individual clinical judgment.

Outcomes Assessment: Regularly evaluate the impact of evidence-based approaches on patient outcomes in real-world settings

KEY COMPONENTS TO MENTORING IN RESPIRATORY THERAPY



Selecting and Matching Participants: Identify mentors with experience and mentees who share career goals and work ethics.



Setting Clear Goals: Define specific mentoring objectives, such as skill development, knowledge enhancement, or career advancement.



Knowledge Attributes: Ensure mentors possess essential clinical knowledge and technical skills. Mentees benefit from learning evidence-based practices and patient care strategies.



Effective Communication: Encourage open dialogue between mentors and mentees. Active listening and constructive feedback are vital.



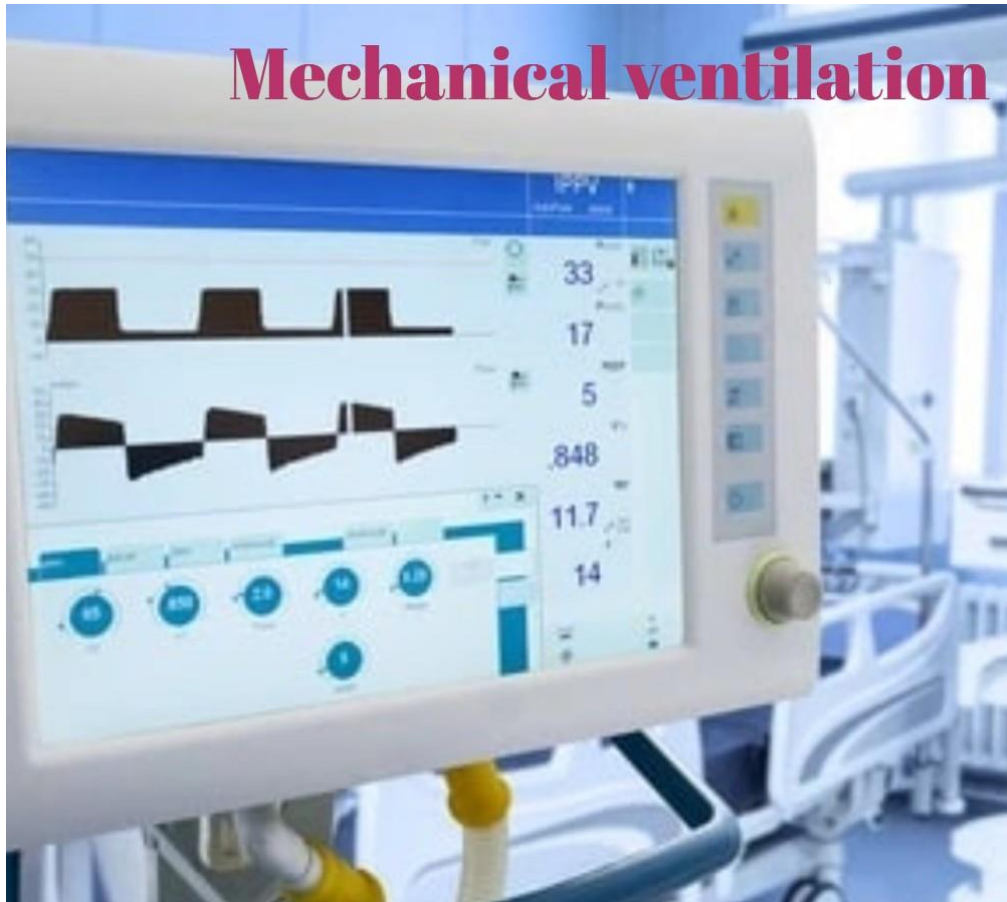
Evaluation and Feedback: Regularly assess progress and provide guidance. Celebrate achievements and address challenges.

WHAT STRATEGIES CAN BE IMPLEMENTED IF THE MENTOR AND MENTEE ARE NOT GOOD TOGETHER?

- 1. Reassessment:** Reevaluate their compatibility. Sometimes initial challenges can be overcome with time and communication.
- 2. Mediation:** Introduce a neutral third party to facilitate discussions and address any conflicts.
- 3. Alternative Pairing:** Explore other mentor options. Find someone whose style aligns better with the mentee's needs.
- 4. Open Dialogue:** Encourage honest conversations. Discuss expectations, boundaries, and areas of improvement.



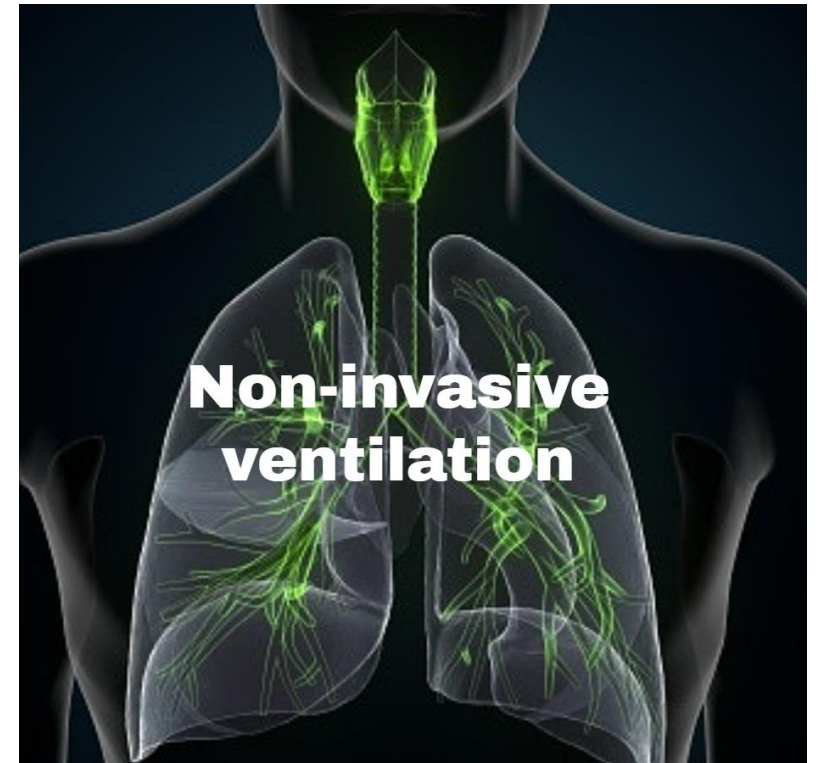
MENTORING A NEW RESPIRATORY THERAPIST IN MECHANICAL VENTILATION



- Mentoring a new respiratory therapist in mechanical ventilation involves many strategies to ensure competence and patient safety
 - Core competencies include technical aspects, indications, and pathophysiology
 - Ventilator modes, patient ventilator interactions, and adjustments needed
 - Education includes understanding mechanical ventilation basics and very importantly good communication amongst team members
 - Clinical exposure with ventilator setups, adjustments, and monitoring which needs to be supervised during these patient scenarios
 - Evidence based practices emphasized regarding clinical guidelines and protocols for mechanical ventilation

MENTORING A NEW RESPIRATORY THERAPIST IN NON-INVASIVE VENTILATION

- Ensuring that the new respiratory therapist understands the principles of noninvasive ventilation including the indications, contraindications, and patient setup
- Provide the mentee with hands on experience with NIV equipment including setting up and adjusting the ventilator. This must be supervised during actual setups on patients
- Evidence based practice is emphasized using an NIV guidelines with specific conditions such as COPD exasperation and and cardiogenic pulmonary edema
- Patient assessment is paramount during the mentee training and communication with the team is important



MENTORING A NEW RESPIRATORY THERAPIST IN COPD PATIENT

- Mentoring includes understanding the pathophysiology, these disease progression, and exasperation triggers
- Patient centered care with critical thinking
- Cover evidence-based guidelines regarding COPD management including pharmacological and nonpharmacological interventions
- Teach patient assessment skills including spirometry, interpretation, oxygen requirements discuss individualized treatment plans based on severity based on the GOLD stages
- Rapid assessment, oxygen administration, an escalation protocols



Chronic obstructive
pulmonary disease

MENTORING A NEW RESPIRATORY THERAPIST IN COLLABORATIVE COMMUNICATION WITH DOCTORS AND NURSES

- Emphasize that RTs are integral members of the healthcare team
- Encourage open communication, mutual respect and active listening
- Discuss appropriate modes of communication such as phone calls, in person discussions, and when escalation concerns occur how to approach that
- Highlight the importance of patient safety
- Clarify each role members responsibility
- Be prepared for conflict resolution skills to maintain a positive working environment



MENTORING NEW RESPIRATORY THERAPISTS IN ETHICAL BEHAVIOR

- Demonstrate integrity and trust. This could be accomplished by being honest transparent with the patient as well as the healthcare team
- Professional competence should be represented accurately
 - stay updated on evidence-based practices
 - Always act in the best interest of the patient
 - Protect patient confidentiality all the time
 - Provide care without discrimination



MENTORING THE RESPIRATORY THERAPIST TO PATIENT SAFETY INITIATIVES

- Educate new therapist on patient safety principles including error prevention, infection control, and risk assessment
- Ensure the new therapist are proficient in respiratory procedures any equipment handling
- Emphasize safe practices during airway management, ventilator adjustments, and infection prevention practices
- monitor compliance with protocols and best practices
- Patient safety is a shared responsibility, and the mentors' practices ensures safe practices

**Patient safety
initiatives**



HOW DO YOU ASSESS THAT A BRAND-NEW RESPIRATORY THERAPIST IS READY TO DO PATIENT CARE?

- Supervised clinical practice
- Competency checklist
- Simulation scenarios
- Provide constructive feedback after real patient encounters
- Gradual autonomy as confidence and proficiency grows
- Readiness is a dynamic process; ongoing mentorship is an essential for continuous improvement



SUMMARY

- Mentoring and respiratory therapy expands their professional growth by utilizing their core skills, attitudes, and behaviors throughout their career
- Mentoring builds self esteem and confidence. The RT gains reassurance with real world experiences and make them feel more capable in their role
- Mentoring improves communication and networking which is vital to professional development
- Mentoring facilitates collaboration amongst the health care team

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