

# Mentorship Skills

**Mentorship skills** refer to the competencies required to effectively guide, support, and empower less experienced colleagues (mentees) in their professional and personal development. In neurosurgery, mentorship is critical for transmitting not only technical knowledge, but also ethical judgment, resilience, and clinical wisdom.

## □ Core Principles of Effective Mentorship

- **Trust** – Build a safe, confidential, and respectful relationship.
- **Empathy** – Understand the mentee's goals, fears, and challenges.
- **Accessibility** – Be available and responsive without being overbearing.
- **Constructive Feedback** – Correct without humiliating; praise without flattery.
- **Role Modeling** – Demonstrate professionalism, curiosity, humility, and continuous learning.

## □ Key Mentorship Skills in Neurosurgery

### • □ Goal Setting

Help the mentee define realistic short-term and long-term goals (clinical, academic, personal).

### • □ Active Listening

Listen without interrupting. Encourage reflection. Ask open-ended questions.

### • □ Critical Thinking Guidance

Teach decision-making frameworks, not just answers. Walk through the *\*why\**, not just the *\*what\**.

### • □ Feedback Delivery

Use the [SBI model](#) (Situation-Behavior-Impact).

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''Example: "In yesterday's surgery (Situation), you hesitated during dural closure (Behavior). That delayed hemostasis (Impact). Let's go over technique again together."''
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### • □ Encouragement & Motivation

Celebrate [progress](#), not just excellence. Recognize effort and perseverance.

### • □ Academic & Career Support

Guide research, publication, conference attendance, fellowships, and networking.

## ❑ Common Pitfalls to Avoid

- Talking more than listening
- Imposing your own career path as the “only way”
- Humiliating instead of challenging
- Micromanaging instead of trusting
- Withholding feedback or being overly critical

## ❑ Benefits of Strong Mentorship

For mentees:

- Increased confidence, resilience, and satisfaction
- Accelerated skill development
- Reduced burnout risk

For mentors:

- Personal fulfillment
- Reinforcement of one’s own knowledge
- Strengthening of team culture

## ❑ Quote

“A mentor is not someone you copy, but someone who helps you find your own path with integrity and purpose.”

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Last update: **2025/06/21 09:39**

