

CNL-664A Topic 2 Choosing a Mentor to Support Your Counseling Practice Template

Directions: As an emerging counselor, having a professional mentor is vital to your counselor identity development. Use the following template to develop a plan to effectively choose a mentor.

Mentorship Prompts	Address each of the following prompts in 100-150 words.
<p>Mentorship and Supervision: Compare the similarities and differences between mentorship and supervision.</p>	<p>While supervision and mentorships are essential for professional growth, they are not synonymous with one another. Supervision takes a formal approach and focus on task, coursework, counseling skills and mentorship, clinical competencies and more developmental style. While mentorship takes on an informal approach to supporting the development of a young professional based on the individual needs of the trainee (Ong & Swift, 2018). Additionally, mentorship offers flexible and long term relationship focused on future career plans, networking, and organization. Both professional relationships are essential to the development of the CIT; however, mentorship can offer a more personable relationship while supervision is more structure and academic focused.</p>
<p>Mentorship Characteristics and Skills: Discuss the characteristics and skills important for selecting a professional mentor (e.g., experience/professional background, mentorship style, availability).</p>	<p>Locating and/or matching with an experienced mentor with your chosen, profession is not always an easy task. A good mentor can assist and support younger or less experienced professionals with navigating their new career and smoothly transitioning from their graduate studies into their careers (Voelker, 2014). Therefore, skills such as effective communication, organization, good networking skills, flexibility, approachable, and an estimated ten (10) or more tens of experience, education, and expertise within her chosen field. Finally, a great counselor is self-aware and understand, compassionate, and understands the impact of the culture and experience on their relationship with their mentee and how best to support them.</p>
<p>Professional Mentor Support Goals: Describe the goals (SMART) the CIT aims to achieve with professional mentor’s support.</p>	<p>SMART goals are a set of objectives that are specific, measurable, achievable, and relevant and time bound goals. This structured framework with used within the counseling profession to assist professionals and clients organize and define clear, intentional, and concrete goals that can be tracked during the therapeutic process.</p> <p>As a CIT, SMART goals I would aim to achieve with the support of my mentor include the following:</p> <ol style="list-style-type: none"> 1. Attend at least two (2) professional development conferences that will expand my network, enhance my understanding of frequently used evidence based interventions, and develop a structured system for client engagement and interventions.

	<p>2. CIT will learn to balance work, continued education, family, personal life, and improve overall wellbeing, through reflections, self-care, and stress reductions. This goal will be through periodic mental and emotional evaluations, stress assessments, routine medical evaluations, and journaling (prompted and free-write).</p> <p>3. Mentor will assist CIT with improving client notes, case conceptualizations, documentations, and storage through regular trainings, evaluations, and feedback. CIT and mentor will improve this skill over the course of 8 weeks using 4 different clients with different conditions.</p>
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References

Ong, .J & Swift, C. (2018). Mentoring and supervision in academia: establishing distinctions to manage expectations. *Hepato Comm. 2*(12):1419-1420. doi: 10.1002/hep4.1283. PMID: 30556030; PMCID: PMC6287474. <https://pmc.ncbi.nlm.nih.gov/articles/PMC6287474/>

Voelker, R. (2014). Why you need a mentor and how to get one. *Monitor on Psychology, 45*(4). <https://www.apa.org/monitor/2014/04/mentor>