





## Program Overview

This unique online networking and career development tool helps you find, connect and share experiences with others. The goal of the program is to generate a meaningful relationship for participants, where mentors can provide direction and instruction to assist mentees in their personal and career growth. The program emphasizes a focus on professional development, knowledge and skill transfer, networking, and guidance.

The Mentor Match site is an online tool – including a searchable database – that facilitates the establishment of mentoring relationships. It is user-driven, allowing registered Mentees to search among registered Mentors using specified criteria to find individuals whose experience and expertise match areas in which they wish to be mentored. Likewise, registered Mentors can search for and identify potential Mentees.

### HOW IT WORKS:

1. Complete your mentor/mentee profile
2. Enroll and make selections for each of the program demographics to set your preferences.
3. Use the Mentor Program Directory to search for
4. Connect with the member that you're interested in establishing a mentor/mentee connection with.

# Program Goals



## CAREER DEVELOPMENT

The program should initiate a relationship that helps mentees identify and set professional and personal goals while thinking about their long-term career path. Through the duration of the program, participants will be encouraged to pursue additional experiences to enhance their professional development. Through these experiences, both participants should gain insight on best practices and advancements in the field to help them in their career development.



## GUIDANCE

Mentors are encouraged to provide guidance, coaching, and advice on handling sleep-related questions, concerns, and scenarios encountered in the field. The mentorship experience should help the mentee develop cognitive skills that strengthen the mental process of discovering, analyzing, and solving problems to overcome obstacles.



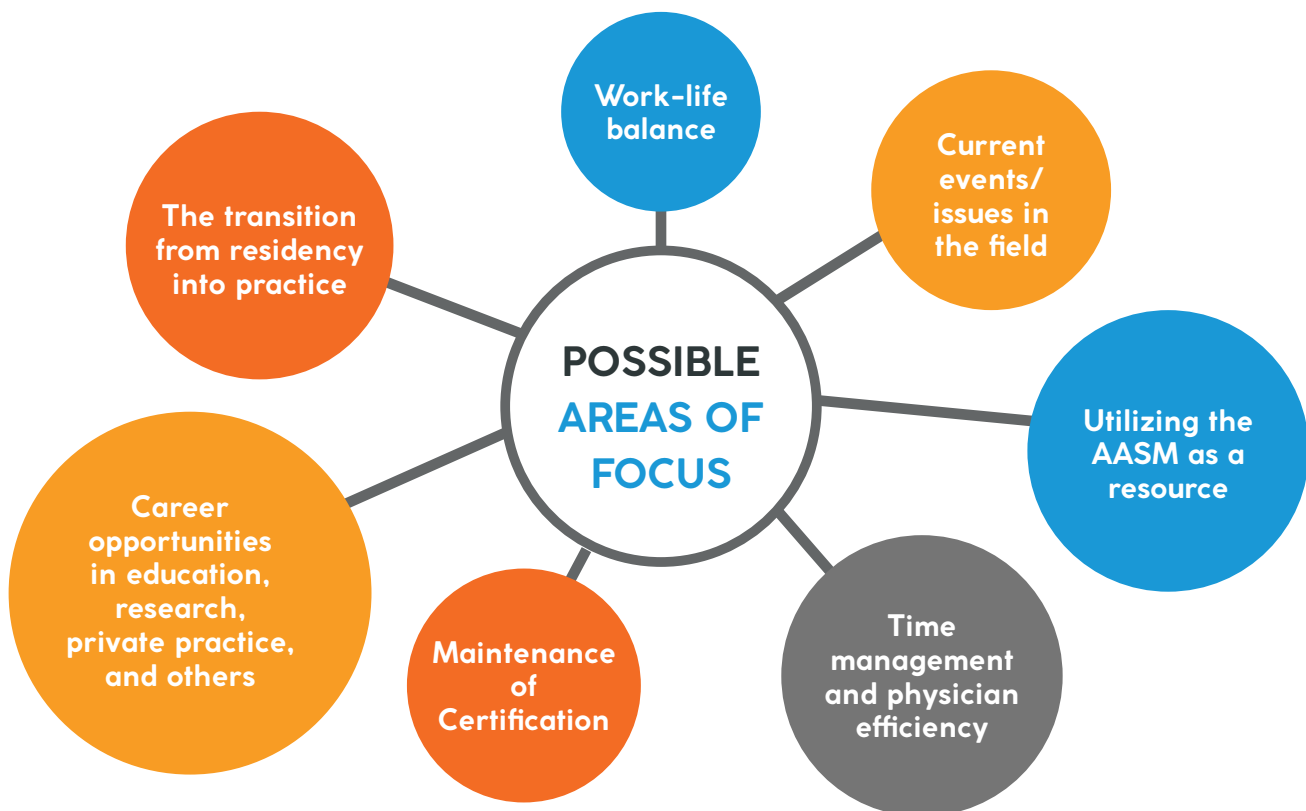
## NETWORKING

The relationship should provide participants opportunities to expand their network and relationships in the AASM and the sleep field. Throughout the program, it is suggested that mentees work with their mentors to mature skills such as public speaking, active listening, and asking the right questions.



## KNOWLEDGE & SKILL TRANSFER

To help bridge the gap between theory and practice, the relationship should help mentees apply education-based information to real-world scenarios. Mentors should to speak to necessary skills required in their day-to-day that mentees can learn to help them add value in an organization and progress on a career path.





## Role of a Mentor

A mentor participating in the AASM mentor program should encourage the academic growth and career development of the mentee, assisting specifically in activities relevant for the mentee's success in developing a career in sleep medicine. A mentor supports the mentee's development of professional and interpersonal competencies through strategic questioning, goal setting, and planning.

## Role of a Mentee

A mentee participating in the program should actively seek knowledge, wisdom, and guidance from a mentor to assist with his/her growth in the field of sleep medicine. A mentee sets goals, asks questions, and incorporates what he/she has learned in his/her day to day to ensure goals are being met.

### MENTORSHIP STYLES

These mentor styles vary to cater towards different personality types and learning styles. What is yours?

***Cheerleader:*** This type of mentoring is meant to cheer on a mentee by staying positive and noticing the growth and change a mentee is making. If a mentee

makes a mistake, the cheerleader focuses on how the mistake will help the mentee grow. There is no negativity, and no pushing, just subtle and positive ideas.

***Challenger:*** This type of mentor pushes a mentee, asks hard questions, plays devil's advocate, and makes sure the mentee is really focused on his/her end goal. They are supportive but firmer than the rest of the mentoring styles.

***Educator:*** A background in education or training is key for this type of mentor, as this mentoring style is meant to teach mentees. The educator will take the time to create and execute trainings to help a mentee learn and develop. This style is positive but still pushes a mentee to excel. Educators will also study the mentee, understand where their skills are lacking, and where they need to educate the mentee differently to help fix those deficiencies.

***Ideator:*** The idea maker is a mentor that helps the mentee brainstorm and think bigger than perhaps he/she does typically. This mentoring style focuses on thinking, planning, and dreaming. This will push them to strive to accomplish even larger tasks.

***Connector:*** The connector helps mentees network socially, online, and in person. They connect their mentee with people they know can help the mentee with specific goals. They also help the mentee learn how to network him/herself.

# What to Expect

## BEFORE THE PROGRAM

- Visit [engage.aasm.org/mentoring](http://engage.aasm.org/mentoring)
- Complete your mentor/mentee profile
- Enroll as a Mentor, Mentee or Both
- Use the Mentor Program Directory to search for a mentor/mentee
- Connect with the member you are interested in establishing a relationship with.

## DURING THE PROGRAM

While there are no requirements for how often participants must meet, both are encouraged to discuss preferences at the start of the program. Communications may take place as often as once a month, either electronically or where possible, in-person.

- Participants are encouraged, but not required, to meet once in person at the annual SLEEP meeting in June.
- The AASM will provide a guidebook with helpful tips and resources to facilitate relationship-building.

## AFTER THE PROGRAM

- At the end of the year, participants will be asked to complete an AASM Mentor Program survey to assist with an overall evaluation of the program.

## FAQS

**I'm not an AASM member. Can I join the mentor program?** No, you must be a current member to participate. Visit [aasm.org/membership](http://aasm.org/membership) to learn how AASM membership can benefit you.

**How long is the mentor program?** The length of the program is set by you and your mentor.

**When can I apply for the mentor program?** There is no application period. You can search for a mentor/mentee at any time.

**What are the requirements to be a mentor/mentee?** The opportunity to be a mentor/mentee is open to individuals who are active AASM members.

**Do mentoring teams have to live in the same city or state?** Participants in mentoring teams can be in any part of the world, as long as all parties agree to be accountable and committed to the agreements formed between them.

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## READY TO GET STARTED?

**ENGAGE.AASM.ORG/MENTORING**

[mentorship@aasm.org](mailto:mentorship@aasm.org) • 630-737-9700

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As the leading voice in the sleep field, the AASM sets standards and promotes excellence in sleep medicine health care, education, and research. The AASM has a combined membership of 10,000 accredited member sleep centers and individual members, including physicians, scientists, and other health care professionals.