

## So you're interested... What next?

If you are considering being part of the IAHA Mentoring Program, either as a mentor or as a mentee, it is important that you are prepared and that you are clear about both what you can offer and want you want from a mentoring relationship.

### Consider the following questions:

1. What skills and knowledge would I bring to a mentoring relationship?
2. What experiences would be useful to share with others in IAHA?
3. How much time could I commit to an IAHA mentoring relationship?
4. Do I need to develop my cultural awareness and cultural responsiveness?
5. What do I know about strengths based approaches?
6. Why do I want to be/have a mentor?

Before you begin a mentoring relationship, it is beneficial to contact IAHA to access IAHA Mentoring Kit. Once you are sure you would like to become a mentee or mentor you will need to complete an application form on the website. It only takes five minutes...

We will then match you with a mentor or mentee. We will send the mentor's information and contact details to the member who requested a mentor, with their permission, and the mentee will initiate contact.



“ Listening and learning from my mentors has helped me grow as a person in all aspects of my life professionally, personally and culturally and we inevitably both grow as people.

— **Trevor Ritchie**, *Occupational Therapy*

## Contact us

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Indigenous Allied Health Australia

# IAHA Mentoring Program

*Make a Difference...  
Be an allied health professional*

[www.iaha.com.au](http://www.iaha.com.au)

# What is Mentoring?

Mentoring is an alliance or a mutually beneficial relationship between two or more people that can provide additional support and guidance in your personal journey or your ongoing professional development. Mentoring is a learning and empowerment tool rather than a teaching method.

The mentoring process assists individuals to reflect on their own experience and make informed decisions to solve problems and achieve their goals. Mentoring can value add and complement the support and assistance you may already receive.

## DEFINITIONS

A **mentor** is a more experienced person who is willing to empower someone less experienced to achieve their goals by sharing knowledge and experiences in a relationship of mutual trust.

A **mentee** is a less experienced person who is willing to share knowledge and experiences, be empowered to achieve goals and reach their potential in a relationship of mutual trust.



# How will the IAHA Mentoring Program Work?

The IAHA Mentoring program has been designed to support your personal and professional journey and is comprised of:

- a series of webinar videos
- a comprehensive workbook containing a self paced learning program
- a mentoring agreement, which will be created and agreed upon by both mentoring partners, and sent to IAHA so that we can know how best to support you.
- ongoing support from the IAHA secretariat

Where possible, some mentors and mentees may have an opportunity to meet face to face regularly, however most mentoring in this program is informal and takes place by email, Skype or phone.

The annual IAHA events also provide an opportunity for mentors and mentees to meet and catch up face to face.

# Who is it for?

You don't need to be an IAHA Member to be a mentor. Please think about being a mentor if you have skills, knowledge and experience that you feel can benefit others.

If you are a full or associate member of IAHA, you can be a mentee.

## For example, are you:

- an Aboriginal and Torres Strait Islander professional or student and need to talk about cultural responsibility and community expectations?  
***We can match you with an experienced Aboriginal and Torres Strait Islander professional.***
- a student who has decided that the career you have chosen and studying is not the right one for you and you want to change courses to another allied health profession?  
***We can match you with a mentor to assist in options and allied health profession advice and information.***
- a non-Indigenous allied health practitioner who has little or no experience working with Aboriginal and Torres Strait Islander people and you have begun working in a location with a significant Aboriginal and Torres Strait Islander population?  
***We can match you with someone who can provide guidance.***
- working in a remote location and feel isolated from colleagues in your profession?  
***We can match you with someone who will help you feel connected and supported.***
- a recent graduate who will soon be working full-time in an allied health field?  
***We can match you with someone to help with the transition.***



“ Being a mentor is definitely a two way relationship and I believe I sometimes get just as much out of it as my mentees. Being a mentor is a way that I can give back to the next generation of allied health professionals, and it makes me feel very proud to watch them grow in confidence and excel at their chosen careers.

— Nicole Turner, IAHA Board Member