

AANA MENTORSHIP PROGRAM: TOPIC-OF-CONVERSATION GUIDELINES

Guidelines provided by the AANA Membership Committee

You've been matched with your mentor/mentee, you've done your introductions and now you're at a roadblock on how to proceed or what to discuss at your check-ins. AANA has created a Topic-of-Conversation guidelines for when these roadblocks come up. You can utilize this list as a guide to refer to foster your relationship and conversations with your mentor/mentee.

1. Skills that are important for the mentee to have, how to learn them and implement them within practice

- Bedside manner skills
- Interacting with the care team (including nurses and OR staff)
- Interacting with superiors
- Getting and providing feedback about your work or a colleague's work
- Dealing with complications/unexpected outcomes and how to deliver "bad news"
- Availability, affability, ability

2. Taking on leadership roles within their place of practice

- Teaching incoming doctors as the mentees gain more knowledge and experience
- Growing in the role as a doctor as the mentee advances from fellowship
- Volunteer for hospital committees
- Community engagement with presentations, "lunch and learn" sessions, etc.
- Outreach to local high schools/colleges to discuss career pathways for students interested in medical field
- Volunteer for job shadowing, student rotations (PA, NP, medical students)

3. Becoming more active in the orthopaedic community outside of their job

- Participating in committees
- Writing articles
- Participating in research
- Volunteer for team/event coverage in the local community
- Attending local and state society meetings

4. Involvement with AANA

- Joining committees
- Be a lab course instructor for an AANA course
- Be active in the journal, *Arthroscopy*
- Attend the AANA annual meeting

5. Hard case discussions

- Difficult cases the mentees have had to deal with, how they managed them, and what was the outcome
- Learning how to be confident that you are appropriately diagnosing a patient and recommending the correct course of treatment
- Managing case load during board collection period
- Knowing when to refer or ask senior partner for assistance
- Managing on-call responsibilities

6. Practice Management

- Dealing with insurance
- Learning CPT codes
- Utilizing social media
- Utilizing marketing

7. Different types of practice

- Private vs hospital vs academic
- Subspecialty vs. general

Questions? Email membership@aana.org for assistance!