

Models of Clinical Mentoring

- Internal mentor
- External mentor
- Field-based mentoring teams



Internal Mentor

- Mentor is identified from among existing staff at a health care facility; already has clinical expertise, and receives training on how to mentor others
- **Benefits:** Sustainable model, mentor already knows system and its issues and challenges, so little time needed for preparation
- **Challenges:** Lack of appropriate human resources; perception of clinician as colleague, not mentor



External Mentor

- Placement of an expert clinician identified from within or outside the facility for a designated period of time at a specific facility
- **Benefits:** Draws from a larger pool of expert clinicians
- **Challenges:** Significant resources may be required to recruit, relocate, and orient the mentor to their site



Field-Based Mentoring Teams

- Multidisciplinary field-based teams provide ongoing clinical and systems mentoring to health facilities
- **Benefits:** Allow for key groups of expert staff to regularly visit a select number of clinical sites and provide intensive site support and clinical mentoring

