OHIO PHYSICAL THERAPY ASSOCIATION

MENTORSHIP INITIATIVE

TERMINOLOGY AND DEFITNITIONS

<u>MENTORING:</u> A mutual relationship between a role model or mentor, who offers support to a less experienced individual called a protégée. Mentoring includes an exchange of knowledge and experience between the mentor and protégée.

<u>INITIATIVE</u>: The power and ability to energetically begin and continue a plan or task through enterprise and determination.

MENTOR: An APTA/OPTA member who is actively involved or looking to become more involved in the association. The critical role and responsibility assumed by a member who agrees to help build a relationship with, and facilitate the professional growth of one or more protégées. Mentors are



models of effective practice and of a very visible desire to continue to grow professionally, every day, throughout their career.

<u>PROTEGEE</u>: An APTA/OPTA member seeking guidance and support in the profession of physical therapy. The role that a member assumes when working with a mentor. The role requires and assumes a willingness to actively work with and to learn from the experience and wisdom of a mentor.

ONE-ON-ONE MENTORING: One protégée is matched with one mentor

<u>ENHANCED INFORMAL MENTORING:</u> The mentorship relationship is formally established through a structured format for the first year. The relationship then transitions to an informal format in which the individuals are available as needed to discuss problems, to listen, or to share special knowledge and skills.

MATCH YEAR: A period of one year immediately following the initiation of the match. This year is structured, supported, and monitored by the mentorship initiative committee.

<u>CLOSURE</u>: The point at which the match year and the structured format of the mentorship relationship ends and the informal relationship begins.