



**Sigma Theta Tau International Honor Society of Nursing
Delta Mu Chapter
Yale University School of Nursing
October 2009**

Call for Nominations: Dorothy Sexton Mentorship Award

Sigma Theta Tau, Delta Mu Chapter established the Dorothy Sexton Mentorship Award in 2004. We did this in full recognition of the remarkable woman who mentored countless students and colleagues into the world of clinical practice, academia and scholarship. Her legacies are the former recipients of this generosity, now Professors and Professionals that attempt to mentor in her image. In her honor we look forward to bestowing the 2009 tribute of the Dorothy Sexton Mentorship Award at our October 22 Silent Auction.

The definition of mentor: as a noun it means a wise person; as a verb-to move, inform, interact. Mentors do more than teach skills; they facilitate new learning experiences, help make career decisions, and introduce their students to networks of colleagues who can provide new professional challenges and opportunities. Mentors act as sounding boards, always available to advise, counsel, and/or guide.

The following are 5 core competencies of leaders and mentors developed by the Robert Wood Johnson Nurse fellows Program that will be used in the selection process of the recipient.

The first competency is self-knowledge - the ability to understand and develop oneself in the context of organizational challenges, interpersonal demands, and individual motivation. Mentors are aware of their individual leadership strengths and have the ability to understand how others see them. Mentors are also aware of their personal learning styles and are able to work with the different styles of other people. They are flexible....

The second competency is strategic vision - the ability to connect broad social, economic, and political changes to the strategic direction of institutions and organizations. With strategic vision, mentors have the ability to identify key trends in the external environment (eg, reimbursement policies for hospitals, changing roles for men and women, changing patient demographics) and understand the broader impact of the environment on healthcare. With this competency, leaders are able to focus on goals and advise wisely. They are visionary....

The third competency is risk-taking and creativity -mentors have the ability to be successful by moving outside the traditional and patterned ways of success. They are able to identify creative responses to organizational challenges and can tolerate ambiguity and chaos. The mentor is one who develops and sustains creativity and entrepreneurship, encouraging others to take risks and turn mistakes into opportunities for growth. They are courageous....

The fourth competency is interpersonal and communication effectiveness - Great mentors have the ability to nurture a partnership that is mutual and equal, not patriarchal or matriarchal. This skill set requires that mentors be able to give the people they guide a feeling of being included and involved in the relationship. Mentors are great communicators and also great active listeners. They avoid power struggles and dependent relationships and are respectful of the people they guide. They nurture team performance and accountability and give the lifelong gift of confidence. They hear what others say....

The fifth competency is inspiration - Mentors are ultimately change-agents who create personal as well as organizational changes. Change is always difficult, and mentors understand and address resistance to change and build teams that can move from planning to action. Mentors encourage change by making others feel hopeful and optimistic about the future. They are able to set a positive and constructive tone and are committed to facilitating growth and career opportunities for others. They inspire....

To nominate a mentor for the Delta Mu Dorothy Sexton Mentorship Award please submit a letter of nomination addressing the five core competencies described above to Leslie Neal-Boylan at Leslie.Neal-Boylan@yale.edu by Wednesday October 14, 2009. If you have any questions please contact Leslie at (203) 785-3337.