



ASTS Advanced Transplant Provider (ATP) Mentorship Program

Mentee Eligibility and Expectations

Eligibility for mentees to apply:

- Must be an ASTS Associate member
- ATP with 1-6 years of experience in transplant, or longer if you are seeking to expand your career into leadership/administration, research, or other professional changes.

Mentee expectations:

- Become a member of ASTS, and ideally attend major ASTS events* as well as any ASTS ATP mentor-mentee networking opportunities
- Be an enthusiastic partner in the mentoring relationship
- Be knowledgeable of their needs and objectives and share with their mentor
- Working with mentor, establish a mentoring plan with a defined purpose and objective
- Help shape the overall agenda for the mentoring relationship by knowing what they want and where they can most easily be given help
- Establish realistic and attainable goals. No mentor will be able to do everything to help the mentee
- Do the appropriate “homework” to prepare for meetings and interactions with the mentor
- Take the initiative to seek out the mentor’s advice when needed
- Be open to receive feedback and constructive criticism
- Look at situations from the mentor’s perspective to gain a more objective viewpoint
- Be open in communicating with the mentor
- Make only positive or neutral comments about their mentor to others
- Periodically assess the progress of the mentoring relationship and let the mentor know when priorities must be reset
- Be prepared for the mentoring relationship to end.

** It is highly encouraged for you to attend the ASTS Winter Symposium and/or ATC to enable you to connect and share with peers, build a broader network and to meet fellow mentors and mentees in person.*



ASTS Advanced Transplant Provider (ATP) Mentorship Program

Mentor Eligibility and Expectations

Eligibility for mentors to apply:

- Must be an ASTS Associate member
- ATP with greater than 5 years of experience in a field in transplant.

Mentor expectations:

- Mentor is a member of ASTS, and planning/highly encouraged to attend major ASTS events as well as any ASTS ATP mentor-mentee networking opportunities
- Working with mentee, establish a mentoring plan with a defined purpose and objective
- Identify the needs, expectations, and limits of the mentor/mentee relationship
- Analyze what they have to offer to the mentee
- Acknowledge personal weaknesses and seek to improve personally throughout the mentoring program
- Meet regularly with the mentee
 - Appreciate that some time is better than none
 - Find alternatives to the face-to-face meeting
 - Be fully present
- Create a positive relationship and climate for open communication
- Lead the mentee through problem solving processes
- Empower the mentee to work autonomously
- Offer constructive criticism in a supportive way
- Share their thought processes, not the solutions
- Encourage the mentee to take the initiative to find another person to get a different point of view, especially if outside your particular area of expertise
- Solicit feedback from the mentee on a regular basis
- Show appreciation for the time and effort given by the mentee
- Make only positive or neutral comments about the mentee to others
- Be prepared for the relationship to end
- Keep the door open with the mentee for future interactions