



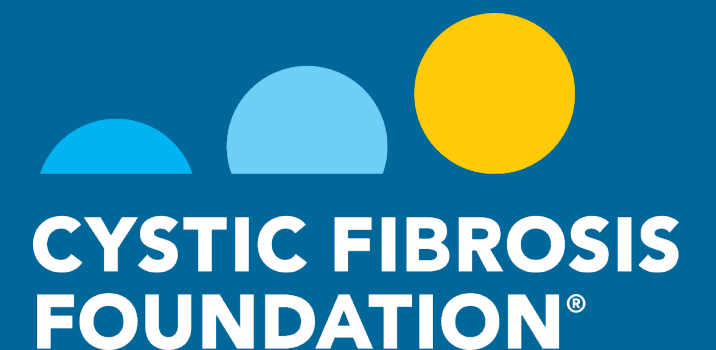
5 – 8 JUNE 2024
GLASGOW, UNITED KINGDOM

47th EUROPEAN CYSTIC FIBROSIS CONFERENCE



Mentorship of CF Nurses

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Conflict of interest(s):



No disclosures

Road Map

A decorative graphic on the left side of the slide. It features three overlapping circles: a large dark blue circle at the top, a medium light blue circle below it, and a smaller circle at the bottom with a yellow and orange diagonal striped pattern. The text 'Road Map' is written in white on the dark blue circle.

What is mentorship?

Definitions and comparisons

When to mentor?

Timing

Why mentor?

Goals and rewards

Where to mentor?

Virtual vs. in person

Who should get involved with mentorship?

Personal reflection

How could you get involve in mentorship?

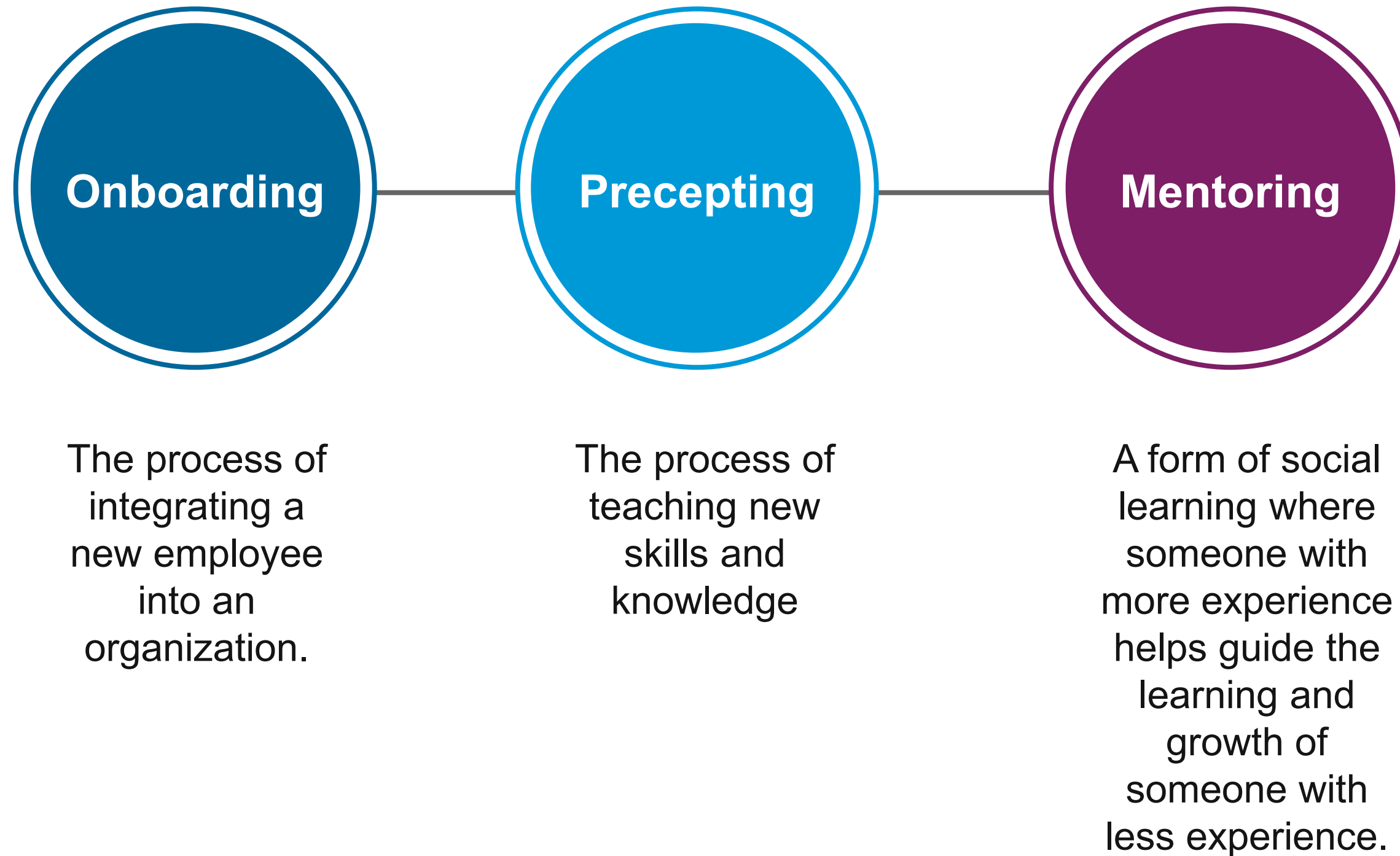
Table discussion and report-out



PAUSE

What are you hoping to gain from this hour?

What is mentorship?



When?

The “best” time

- Mentee: 9 -12 months
- Mentor: 5 years





Where?

Virtual



Where? **In person**



The United States Experience

Match mentors/mentees:

- Care center size
- Population (pediatric/adult/both)
- Outpatient/inpatient/both
- Geographical location
- Credentials



Agreement



**Set achievable
goals**



Meet regularly



**Assess goal
achievement**



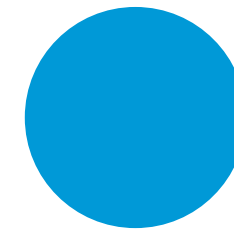
Questions?



GOALS?

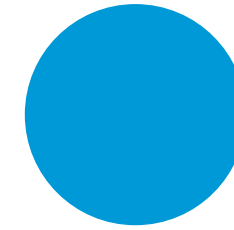


Common Goals



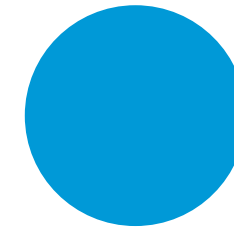
Improve communication skills

Patients and care team



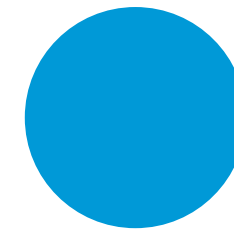
Improve QI skills

QI project development



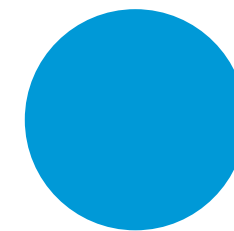
Gain knowledge

Team building, guidelines implementation



Improve efficiency

Time management, clinic flow



Improve education strategies

Patients, families and staff

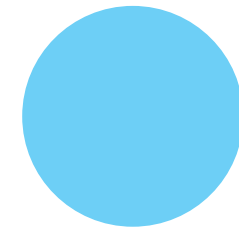


U.S. Experience

Site Visit

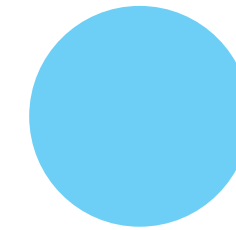
- Highlight
- Mentee visits mentor's care center
- At least 1 full day
- Usually a clinic day
- Meets team

Site Visit Assessment



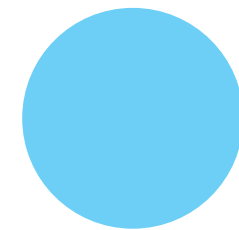
Brief description

Meetings,
clinical settings,
etc.



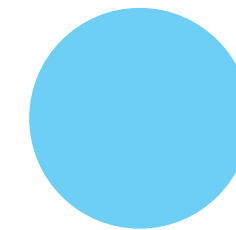
Rate the benefit

Was this worthwhile?



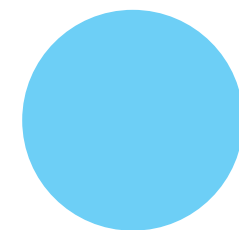
Preparation

Well? Gaps?



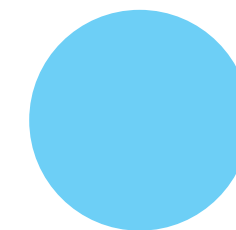
Learning objectives

Were they met?



Best

Favorite aspect



Next steps?

What will you do
differently?



Regular Meeting

Virtual or phone

- Assess goal progress
- Discuss implementation tactics
- Mentor as a sounding board

Questions?



Where?

Virtual

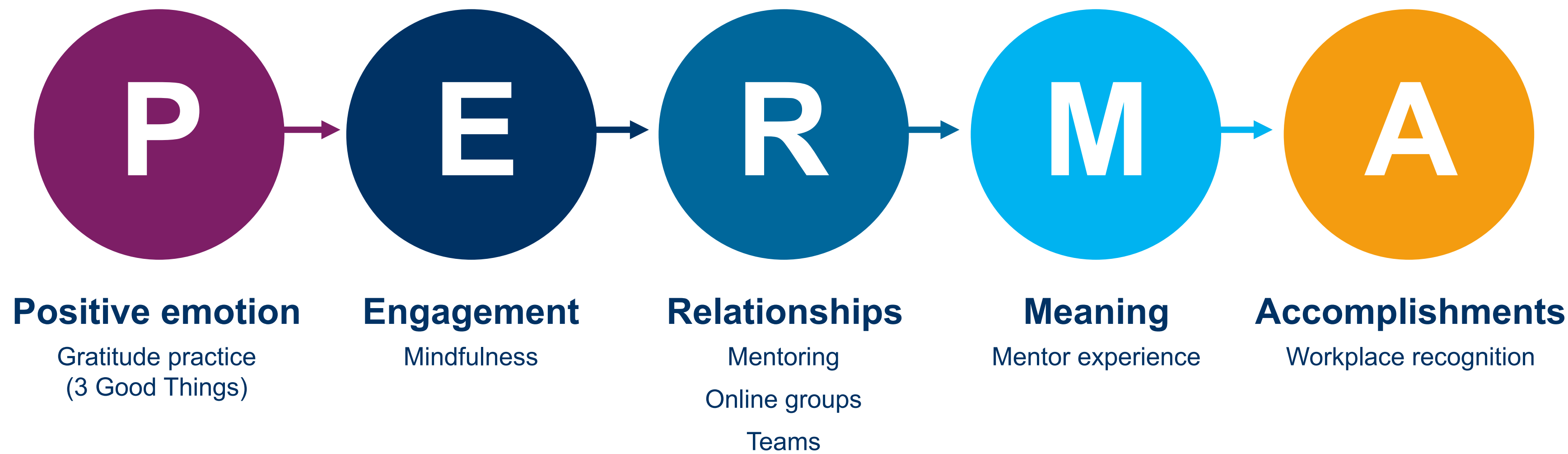


Group mentorship:

- Group of 3 or more share knowledge with each other
- Consultation Groups



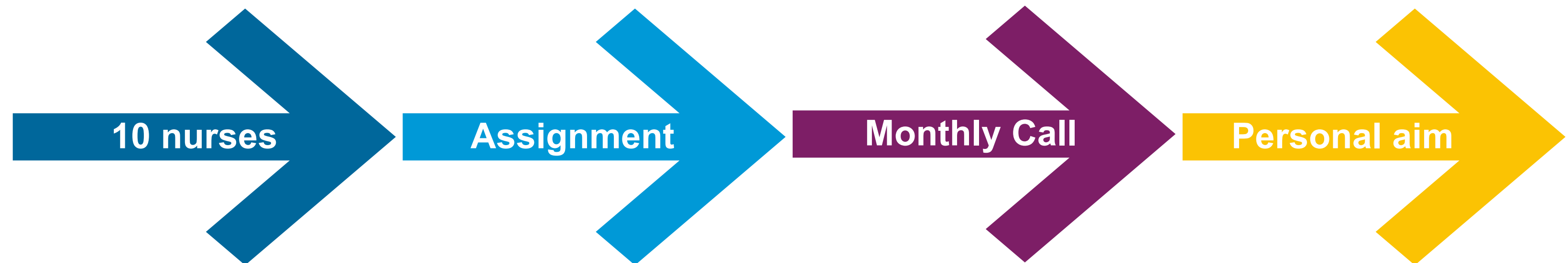
Enhancing Resilience and Longevity



Reuben D. Rusk & Lea Waters (2015) A psycho-social system approach to well-being: Empirically deriving the Five Domains of Positive Functioning, The Journal of Positive Psychology, 10:2, 141-152
CFF TDN RC/RegC Workforce Analysis, 2022
Bruschwein H, Gettle LS. Multipronged intervention for reducing burnout and increasing resiliency in an interdisciplinary care team. BMJ Open Qual. 2020 Nov;9(4):e001015.
Hente E, Sears R, Cotton S, Pallerla H, Siracusa C, Filigno SS, Boat T. A Pilot Study of Mindfulness-Based Cognitive Therapy to Improve Well-Being for Health Professionals Providing Chronic Disease Care. J Pediatr. 2020 Sep;224:87-93.e1.
Substance Abuse and Mental Health Services Administration (SAMHSA): Addressing Burnout in the Behavioral Health Workforce Through Organizational Strategies. SAMHSA Publication. Health Services Administration, 2022.
New Surgeon General Advisory Raises Alarm about the Devastating Impact of the Epidemic of Loneliness and Isolation in the United States. U.S. Department of Health and Human Services, 3 May 2023.



Peer Consultation Groups



6-month leadership pilot



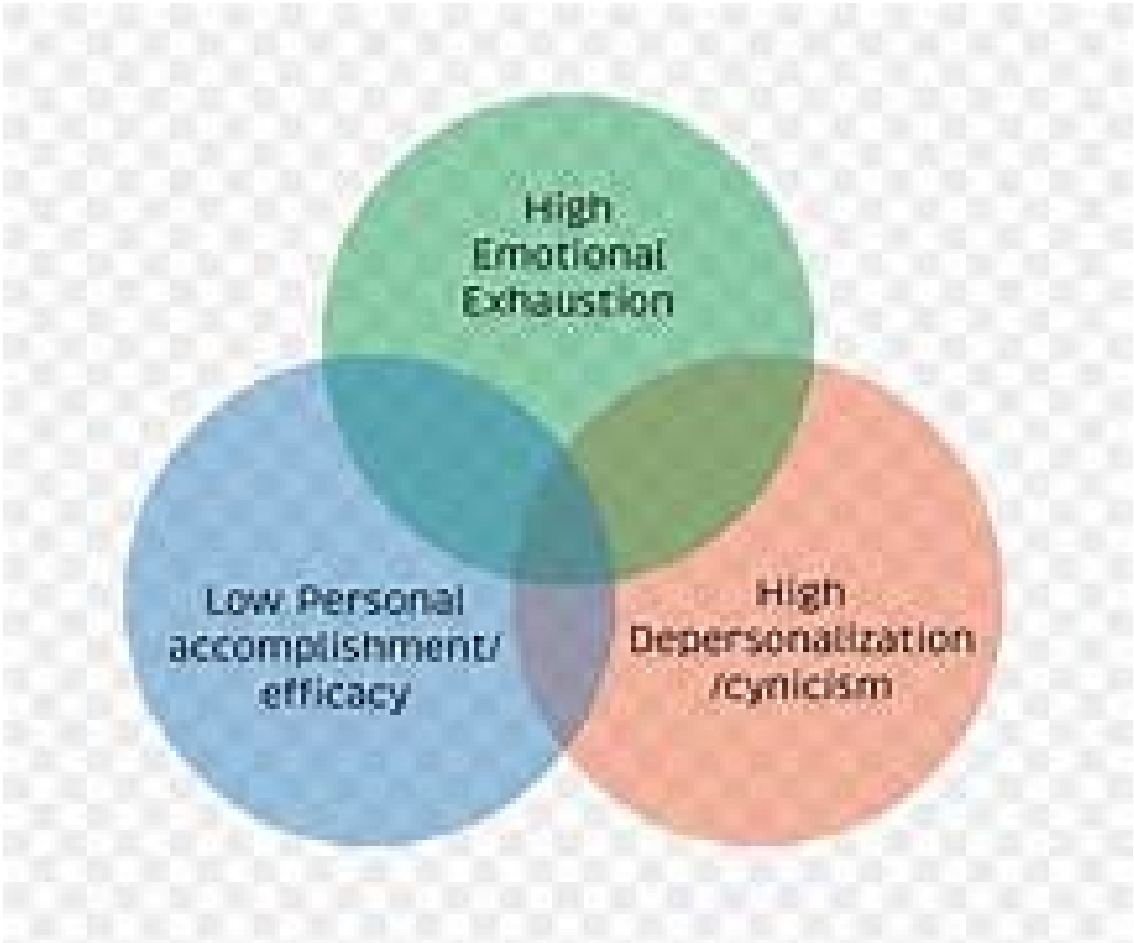
Pre-survey results:

	Low	Mod	High	
Compassion Satisfaction	0	75%	25%	
Trauma Stress Scale	43%	57%	0	
Burnout	10%	90%	0	



<https://proqol.org/>

Maslach Burnout Inventory™



	Low	Med	High
Ocupational exhustion	54%	36%	10%
Loss of empathy	64%	29%	7%
Personal Accomplishment	71%	29%	0



Activity

Speed Meeting

Introductions – 30 seconds

Take turns responding to the prompt – 1
minute per person

Prompt: *What would you do as a career or
job if you weren't a nurse?*



WHY?

- Gain confidence
- Improved practice
- Improved efficiencies
- Relationships
- Joy in work
- Longevity

Mentee to Mentor

Success of program





WHY?

Who?

Self reflection

- Would you like a mentor?
- Who could you ask?
- Could you mentor someone?
- Could you offer yourself?





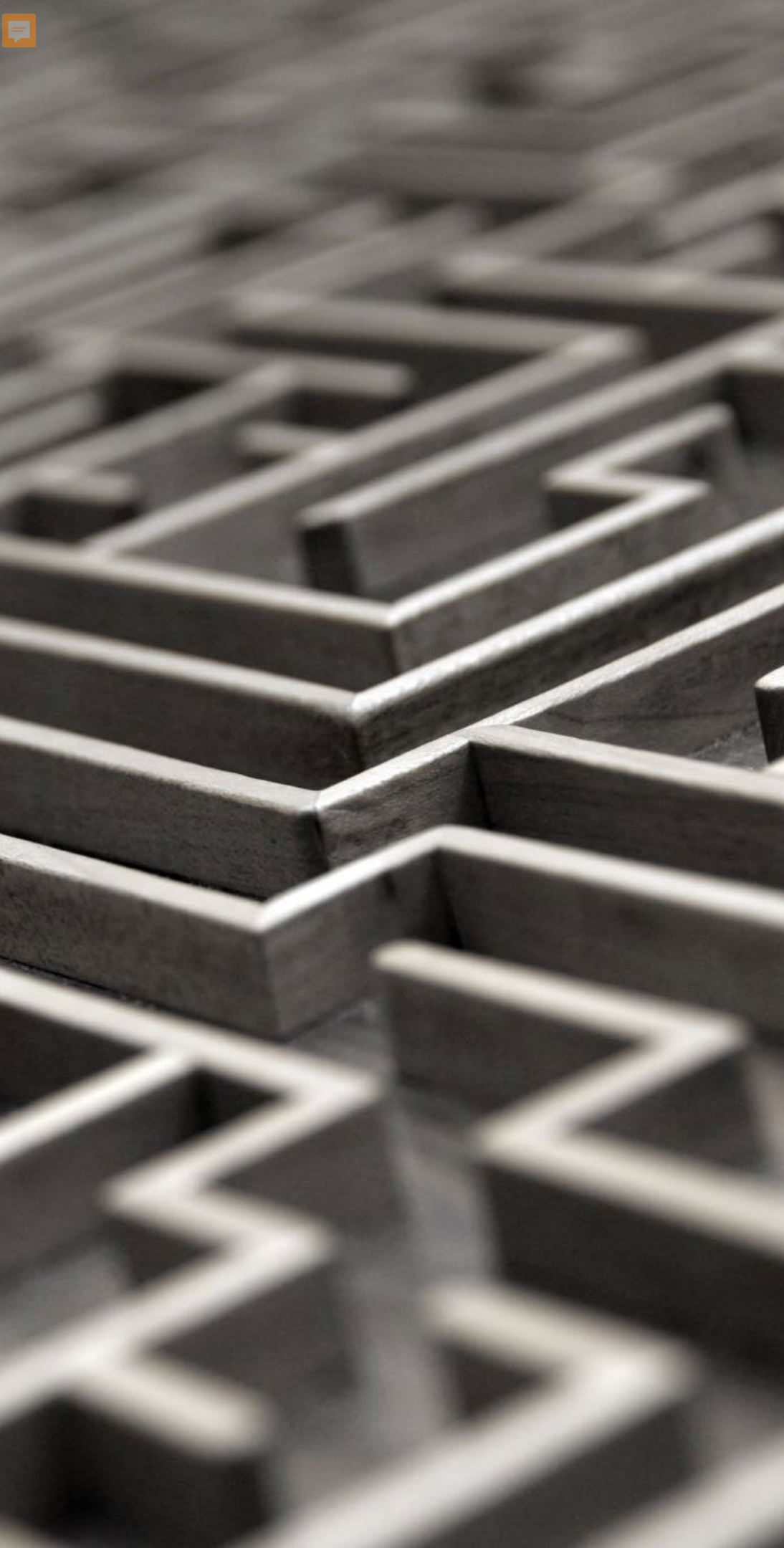
WHY?

- Gain confidence
- Improved practice
- Improved efficiencies
- Relationships
- Joy in work
- Longevity



How could you implement mentoring?

- What nursing groups are available in your country or region?
- Is there an email distribution list or listserv?
- How could mentoring work in your country?
- How could you offer yourself or ask for a mentor?



**What barriers to you
anticipate?**

Innovations?

**Barrier
Brainstorming/
Innovative
Solutions**

Activity

Self reflection (1 minute)

- Is there an area/skillset where you could use a mentor?
- Is there an area/skillset that you could be a mentor?

Activity

In pairs (3 minutes)

- Is there an area/skillset where you could use a mentor?
- Is there an area/skillset that you could be a mentor?
- Share ideas to connect with someone to mentor or to be mentored.



Table discussion Brainstorming

Share the ideas with those at your table

- Recorder
- Each pair share ideas
- Choose the best idea

Share ideas to connect with someone to mentor or to be mentored.



Table Discussion Report-out



Takeaways



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