



Competency Title: Nurse Mentor (post-orientation)

- SHARP MARY BIRCH HOSPITAL FOR WOMEN AND NEWBORNS
- SHARP BIRCH PATRICK
- SHARP MEMORIAL HOSPITAL
- SHARP MESA VISTA
- SHARP VISTA PACIFICA
- SHARP GROSSMONT HOSPITAL
- SHARP CHULA VISTA MEDICAL CENTER
- SHARP CORONADO HOSPITAL
- _____

NAME: _____ **Date:** _____
JOB TITLE: _____ **Unit:** _____

COMPETENCY STATEMENT: Demonstrates competence in the 12-month post-orientation nurse Mentor role

LEARNING OPTIONS: Mentor Orientation class (mandatory). Intranet resources for Nurse Mentor Program

SELECTION CRITERIA

- R:** Regulatory
- HR:** High Risk
- PP:** New Pt. Pop
- QM:** Quality Monitoring/Data
- LV:** Low Volume
- SP:** Standardized Procedure
- S:** Strategic Plan
- NT:** New Technology (initial 6 mos)
- O:** Other: Succession Planning

VALIDATION METHODS

- O:** Observation
- D:** Demonstration
- V:** Verbalize
- E** Exemplars
- DR:** Document review
- SE:** Simulated Event
- CS:** Case Studies
- QM/A:** Quality Monitoring/Audits

COMPETENCY TYPE

- Orientation
- Initial
- Post-Orientation
- 6 months
- Annual

Performance Statement/ Criteria	Validation Method	Met or Not Met	Date & Initials
1. Describes difference between preceptor and mentor roles	V		
2. Establishes a relationship built on active listening, trust and maintains confidentiality	O, V, E		
3. Provides constructive feedback with honesty, dignity and cultural sensitivity	O, D, V, E		
4. Follows through on promises and time commitments	O, D, V (Mtg Log)		
5. Facilitates mentee's role transition & socialization	O, D, V, DR		
6. Supports the mentee in the selection and development of appropriate and realistic SMART goals	D, DR, V (Smart Goals)		
7. Promote personal role development by utilizing the Reflective Learning Model to identify gaps and takes appropriate steps for self-improvement/growth in mentor role performance	DR (Refl Learning tool)		

Comments or plan for meeting criteria if unmet: _____

Evaluated by: (Print/Sign): _____ Date: _____

Initial competency: Initials and/or signature of evaluator indicate the employee has MET ALL PERFORMANCE CRITERIA unless otherwise indicated.

***If ongoing competency (ie annual) use numeric score for competency summary sheet:** 1: Novice; 2: Advanced Beginner; 3: Competent; 4: Proficient; 5: Expert

Reflective Learning Model

