

Mentorship Program

Q&A

What is the mentorship program?

The mission of the mentorship program is to provide a meaningful interpersonal relationship of hope and encouragement for MPHP healthcare professionals seeking to live a happy and sustainable life of recovery. Mentors strive to be compassionate, stable navigators, acting as a compass to guide others and to reaffirm the principles, actions, and behaviors that consistently model a sober recovery lifestyle free of addiction.

Who can be a mentor?

An individual can be considered to be a mentor if they meet one of the following three criteria:

- An individual who has successfully entered or has completed the MPHP program, has continuous and stable compliance in the MPHP program/ OR is in daily recovery themselves for a minimum of three years (36 months). Evaluation of the 3 year time frame will be evaluated again in the future after the program has been operational for a period of time, with consideration increasing to 5 years.
- An individual is active in one of the recovery-based programs on a regular basis, which involves personal one-on-one interaction with another recovering person. This can be one of the alternative recovery-based program or as an active participant in 12-step and/or Caduceus programs. The prospective mentor has had experience guiding others through challenges of dealing with life in early recovery
- Work or has worked in the same or similar field as their assigned mentee. For example, clinical doctors, dentists may mentor physicians, pharmacists with other pharmacists, nurses with nurses, etc, or has worked professionally in addiction recovery field providing counsel and/or therapy.

AND

If they are ready, willing, available, and open-minded to help others who are in the early stages of recovery.

Do mentors receive any “special” training?

At this time, mentors do not receive “special” training. They are advised and sign off on their understanding of the program and the expectations of them in their capacity as a mentor.

Who can be assigned a mentor?

Any participant under a MPHP monitoring contract can have a mentor. If a MPHP participant does request a mentor, they will be asked to complete a “good fit” survey so an appropriate match can be made. We do ask that individuals only request a mentor if they are motivated and committed to the relationship.

Once an appropriate match has been made, the “mentee” (i.e. the person being assigned a mentor) will be asked by MPHP to sign a release of information; this will allow their name and contact information to be provided to the assigned mentor.

If I decline a mentor now, will it affect my standing at MPHP? Can I change my mind in the future and ask to have a mentor?

It will not affect program status if someone chooses not to have a mentor. This is a completely voluntary program that is not monitored by MPHP. It is meant as a helpful peer relationship for those people who are interested. But it is not the “right” program for everyone.

Participants have the right to refuse and/or accept a mentor at any time. If someone does change their mind and choose to have one later in the program, they simply need to contact their Clinical Coordinator so an appropriate “mentor match” can be identified.

Can I talk to another participant about what it is like to have a mentor?

Yes, if the other MPHP participant is willing to have their name and telephone number released. If they do agree, and once a release of information is signed, an MPHP Clinical Coordinator will alert the requesting participant and provide appropriate contact information.

So, the match has been made. Now what?

Once MPHP identifies an appropriate mentor for a new participant, the “mentee” will have to sign a release of information so that the Clinical Coordinator can release only the mentees first name and telephone number to the mentor. No other information will be given.

The mentor will place a phone call to the new mentee within one week after the release is signed and the match is made. During this phone call, at least one face-to-face meeting will be arranged at a mutually agreeable time.

After the match is made, the MPHP is no longer involved. All contacts and correspondence are decided by those in the mentoring relationship. We want this to be a helpful process, meeting the needs and schedules of the individuals involved.

What happens if I'm not comfortable with the mentor I am assigned? Will I be able to change?

If someone is not comfortable with the mentor they are assigned, one of two things can be done:

- Mentor and Mentee could speak directly to each other via telephone communication if the reason for termination is not because of some disagreement or severe personality conflict and make a mutual decision to end the relationship.
- In the event the termination of the relationship is due to undesirable circumstances (disagreement, severe personality conflict, inappropriate relationship, etc), the party wanting the termination should contact the/their Clinical Coordinator, who will in turn inform the other involved person about the end of the relationship.

Once one of these two things is done, the mentee should contact MPHP to rescind their release of information. A new mentor may be assigned as appropriate if preferred.

Will my mentor be reporting to MPHP? Can or should I report to my Clinical Coordinator?

Neither mentor nor mentee is required to report on the relationship to MPHP. In fact, it is discouraged. Once the initial mentorship match is made, the MPHP will not be involved. As with any part of the journey, though, the mentee may talk to their Clinical Coordinator about pertinent, and non-mentor identifying, details. Caution must be used, however, to only discuss the relationship in terms of impact on the person (i.e. whether it is a helpful relationship, or if there is something that needs to be addressed).

How will my experience be evaluated?

MPHP will never evaluate mentorship program on experiences, and this will never be used as part of any monitoring program. What a person gains, or doesn't, from the mentoring relationship is very personal. However, program participants will be asked at periodic intervals, and at the termination of the relationship, to complete an evaluation into the effectiveness of operational program components.