BEST PRACTICE FOR MENTORING EARLY-CAREER PROTÉGÉS HOD P06-12-16-05 [Position]

Whereas, APTA Vision Statement for Physical Therapy 2020 (Vision 2020) supports life-long learning;

Whereas, Mentorship has been recognized as a catalyst for career success;¹

Whereas, A mentor is one who “offers knowledge, insight, perspective or wisdom, that is especially useful to the other person;”²

Whereas, A protégé is “a person who is guided and supported by someone with greater experience or influence;”³

Whereas, A mentor assumes the responsibility to:
1. Acclimate the early-career protégé into the culture and the value of physical therapy;
2. Help the early-career protégé understand the core values of physical therapy and the role of each individual physical therapist and physical therapist assistant to support the practice mission of physical therapy;
3. Be open to working as a mentor to the early-career protégé;
4. Clarify expectations and instill accountability for incorporating the Professionalism in Physical Therapy: Core Values, the Value-Based Behaviors for the Physical Therapist Assistant, the Code of Ethics for the Physical Therapist, the Standards of Ethical Conduct for the Physical Therapist Assistant by demonstrating quality of practice, sensitivity to others, life-long learning and evidence based practice;
5. Create a collegial atmosphere that provides responsiveness and respect for the early-career protégé; and,
6. Seek training and education to further skills in mentoring; and,

Whereas, a protégé assumes the responsibility to:
1. Identify knowledge and skill gaps;
2. Establish career goals for life-long learning, both short-term and long-term;
3. Identify specific experiential opportunities (eg. presentation, clinical research); and,
4. Identify potential mentors, both junior and senior, who have compatible interests;

Resolved, The American Physical Therapy Association encourages physical therapists and physical therapist assistants to use best practices for mentoring as delineated in this resolution.

Explanation of Reference Numbers:

BOD P00-00-00-00 stands for Board of Directors/month/year/page/vote in the Board of Directors Minutes; the "P" indicates that it is a position (see below). For example, BOD P11-97-06-18 means that this position can be found in the November 1997 Board of Directors minutes on Page 6 and that it was Vote 18.