

BEST PRACTICE IN MENTORING IN PHYSICAL THERAPY HOD P06-18-38-49

The American Physical Therapy Association (APTA) encourages physical therapists and physical therapist assistants to use best practices for mentoring colleagues, physical therapist and physical therapist assistant students, postprofessional students, residents, and fellows. Mentorship has been recognized as a catalyst for career success.¹ Responsibilities of mentors include, but are not limited to:

1. Acclimating the mentee into the culture and values of physical therapy;
2. Actively promoting to physical therapist colleagues the importance of the *Code of Ethics for the Physical Therapist* and *Core Values for the Physical Therapist* as critical components of a doctoring profession;
3. Actively promoting to physical therapist assistant colleagues the importance of *Values-Based Behaviors for the Physical Therapist Assistant* as a model of expected behaviors;
4. Being open to working as a mentor to the mentee;
5. Clarifying expectations and instilling accountability for support of APTA's positions, standards, guidelines, policies, and procedures;
6. Creating a collegial atmosphere that provides responsiveness and respect for the mentee;
7. Consistently demonstrating best practice in physical therapy;
8. Seeking training and education to further skills in mentoring;
9. Modeling and promoting the importance of membership and active participation in APTA and its components; and,
10. Encouraging leadership development in the mentee's chosen arena.

Additionally, responsibilities of mentees include, but are not limited to:

1. Identifying knowledge and skill gaps;
2. Establishing career goals for lifelong learning, both short term and long term;
3. Identifying specific experiential opportunities (eg, presentation, clinical research); and,
4. Identifying potential junior and senior mentors who may be physical therapists, physical therapist assistants, or others who have compatible interests.

REFERENCES

1. Straus SE, Chatur F, Taylor M. Issues in the mentor-mentee relationship in academic medicine: a qualitative study. *Acad Med.* 2009;84(1):135-139.

Explanation of Reference Numbers:

HOD P00-00-00-00 stands for House of Delegates/month/year/page/vote in the House of Delegates minutes; the "P" indicates that it is a position (see below). For example, HOD P06-17-05-04 means that this position can be found in the June 2017 House of Delegates minutes on Page 5 and that it was Vote 4.

P: Position | S: Standard | G: Guideline | Y: Policy | R: Procedure