



## Young Orthopaedic Trauma Surgeons (YOTS) Early Career / Resident Mentorship Program Process and Requirements

### PROCESS

1. Mentees will apply to the program annually using an application form once a year
2. YOTS Sub-Committee with Senior member will match Mentee with Mentor based on preferences selected by Mentee.
  - Practice Type
  - Interests
  - Career Goals

### REQUIREMENTS

1. Career Goals Document
  - Mentee will prepare a 1-page document outlining 1, 2 and 5 year career goals and how the mentor can best facilitate reaching the goals (to include specific areas the Mentee is seeking advice/ help).
2. CV or Biosketch
3. Mentor-Mentee Meetings and Documentation
  - Mentor and Mentee will have a preliminary video meeting within 45 days of the assignment to review interests, career goals and expectations for the program. This meeting should focus on developing concrete 1- year mentorship goals.
  - Within 30-days of the initial Mentor-Mentee meeting the Mentee will write up a 1-page action plan that both parties will sign and submit to the Mentorship committee for records.
  - Mentor and Mentee will meet annually at the OTA Annual Meeting or another meeting that both attend such as AAOS or a regional meeting.
  - Mentor and Mentee will have at least 4 meetings a year. (Initial set-up meeting, OTA Annual Meeting, and two other meetings which can be virtual or over the phone).
  - Each meeting will have a template to help guide the meeting and participants and choose to follow it or continue with what they have discussed in the first meeting.
  - At the end of the year, the Mentor and Mentee will response to survey about the program and can request to continue with the program. The survey at the end of the year term will also include questions to determine any changes to be implemented to improve the experience for both the mentor and the mentee.