



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

PROCESS
<ol style="list-style-type: none"> 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. <ul style="list-style-type: none"> • Practice Type • Interests • Career Goals
REQUIREMENTS
<ol style="list-style-type: none"> 1. Mentor/Mentee Agreement: All mentors and mentees are required to sign an agreement confirming their commitment to the program expectations. This includes both the outlined responsibilities and any additional reasonable guidelines that may arise. Key commitments include: <ul style="list-style-type: none"> • Submitting a completed Mentor/Mentee Application • Committing to a one-year mentorship program • Maintaining regular communication and check-ins (in person, by email, or phone) • Collaboratively setting goals and tracking progress • Participating in evaluations and providing feedback at the 6-month and 1-year marks 2. Mentor-Mentee Meetings <ul style="list-style-type: none"> • Mentor and Mentee are expected to meet at least four times over the course of the year. This should include an initial setup meeting once the pairing is done and then 3 more throughout the year which may be held virtually, in person or by phone. • Mentor and Mentee will schedule a meeting within 30 days of being matched to review the following: <ul style="list-style-type: none"> ○ Introduction ○ Review interest and career goals ○ Setting expectations for the program ○ Establishing concrete goals for the 1-year mentorship period • Mentor and Mentee are encouraged to hold one in person meeting either at the OTA Annual Meeting or another meeting that both attend such as AAOS or a regional meeting. 3. End-of-Year Review: At the end of the 1-year commitment, the Mentor and Mentee will complete a survey and provide feedback.