



U.S. Public Health Service Nursing - TIP OF THE MONTH

Protecting, promoting, and advancing the health and safety of the Nation

August 2015

Mentorship

Mentor and Mentee

Mentorship can help another person maximize their career potential; whether through a formal, structured mentoring program or through informal mentoring. Mentoring or being mentored is not age specific; we all have experiences and expertise that can be shared with others. The PHS Nurse Mentoring Program is provided as a resource. The program provides an opportunity for senior officers, who have been approved as mentors by the Nurse Professional Advisory Committee (N-PAC), to share their perspective with officers who could benefit from their knowledge and experiences.

To enhance the professional growth of nurses, the N-PAC established the Career Development Subcommittee (CDS). One of the objectives of CDS, is to provide mentorship to Nurse Corps Officers that will offer assistance, career development resources and support of the officers professional career goals. Consistent with these goals, the CDS launched the Mentoring Work Group (MWG). The MWG consists of approximately 100 officers who are committed to providing nurse officers mentorship opportunities. The mentoring program consists of 10 regions. Each region is led by a Regional Mentor Coordinator who is assigned approximately 10 senior officers to serve as Mentors. Upon request for a mentor, the requesting officer will be contacted by their assigned mentor to develop a mentorship program suited to you.

It is strongly encouraged that all nurse officers, both junior and senior, be involved with mentorship; whether formally through the Nurse Corps Mentoring Program, or informally within their assigned agency. Being proactive in the mentoring process provides an opportunity to share your knowledge, experiences, insight and guidance to support and develop highly qualified nurses and future leaders. It will also provide an opportunity to gain broader perspectives about Public Health Service (PHS) nursing, including its values, norms, expectations and culture. Mentoring can empower nurses to be more proactive in planning, development, growth, and achieving their professional goals, thereby enhancing their ability to make productive career decisions.

Request a Mentor:

The MWG provides a resource to request a mentor, click "[Request for a Mentor](#)".

Also, within each TIP of the Month newsletter, a "To Request a Mentor" tab is included to simplify accessing a Mentor.

When to Prepare for Promotion:

Many people say "now" is the time to prepare for promotion, but many officer realize "yesterday" is the time to prepare for promotion. Successful advancement can be measured by your effort. The more one stands out when measured against the Nurse Benchmarks, the more likely to be promoted. The following tab provides promotional information: [Promotion Year 2016 Checklist](#)

Reminders and Updates:

The CDS Co chairs recently revised the Nursing CV template to include contact information: Employee ID, address, phone number, and email address.

Permanent Change of Station (PCS) with the Commissioned Corps of the U.S. Public Health Service, the following link should be reviewed: [Permanent Change of Station](#). Additional information is provided:

- Don't forget to update your new email address in the PHS-Nursing List Serv (see below) or notify any committees you're a member.
- Military.com contains many articles featuring moving advice and service members experiences when changing duty stations. The following is one featured article: [It's Permanent Change of Station Time of Year](#)

In case you missed the June's "DOG House News" provided by RedDOG:

- Per policy, as of 1 July 2015, the Presidents Challenge option is no longer an option and all officers will do the Annual Physical Fitness Test (APFT) yearly to maintain the physical fitness readiness requirement.
- The revised APFT will be effective 1 January 2016.
- It is important for officers to start training in advance of the expiration of their APFT to ensure they can meet the new standards.

For additional Force Readiness Information click: [RedDOG](#)

TO REQUEST A MENTOR

PHS-NURSE LIST SERV

Point of contact: CAPT Deborah Schneider, CAPT Lori Luu, CDR Casey Hadsall, and CDR Jonathan Paulsel for the Mentoring Workgroup, N-PAC Career Development Subcommittee.