



AOCA Mentor Guidelines & Expectations

Interested in serving as a mentor through the AOCA? This program connects AOCA members seeking mentorship—whether students, residents, or practicing physicians—with experienced physician anesthesiologists to foster professional development, support career growth, and build meaningful relationships within the osteopathic anesthesiology community.

How the Program Works

The AOCA Mentorship Program is member-driven. Members interested in mentoring can indicate this on their AOCA profile. Mentees search the member directory and initiate contact with potential mentors.

Mentors and mentees are jointly responsible for determining if the relationship is a good fit through an initial discovery call or email exchange. Once agreed upon, you'll work together to schedule meetings—about **one hour per month is recommended**.

AOCA provides resources and check-in templates to help support structured, goal-oriented mentoring.

Mentor Benefits

As a mentor, you can:

- Develop your leadership and communication skills through flexible, micro-volunteering.
- Share your knowledge to support the next generation of anesthesiologists.
- Gain exposure to AOCA's volunteer structure and broader professional network.
- Help support and uplift underrepresented students and residents in the field.

Mentor Expectations

As a mentor, you are encouraged to:

- Commit approximately one hour per month for meetings or communications.
- Provide guidance on career paths, education, and skill development.
- Share relevant resources, contacts, or reading materials.
- Support mentees in defining and reaching their career goals.
- Be honest, encouraging, and realistic in your feedback.
- Respect confidentiality at all times.
- Prompt your mentee to take initiative and follow through on goals.
- Ask thoughtful questions and listen actively.

Getting Started

Once contacted by a mentee:

1. **Schedule a discovery call or email exchange** to determine if you're a good fit.
2. If you agree to move forward, **request a brief bio** (just a few paragraphs) from the mentee before the first meeting.
3. **Reflect on shared interests or experiences** that may help build rapport.
4. **Prepare a few questions** based on their bio to guide your first conversation.
5. **Identify dates and times** for recurring check-ins and suggest a schedule.
6. **Confirm the first meeting**, specifying the start and end time. If meeting in person, choose a public, professional setting.



7. Be prompt and engaged—starting and ending on time helps establish respectful boundaries.
8. Follow up after the first meeting with:
 - A warm note of encouragement.
 - Any promised resources or action items.
 - Confirmation of the next meeting time and location.

Sample Mentor Conversation Starters

Use the following prompts to guide your conversations:

- What does success look like for you?
- Where do you see yourself in 3–5 years?
- What are your biggest challenges right now?
- What are your career goals?
- Why are you interested in having a mentor?
- What do you hope to learn from this relationship?

Questions or need additional support along the way? Contact office@aocaonline.org.

Thank you for your commitment to mentoring and advancing the field of osteopathic anesthesiology.