

FAQs For Mentors

Why should I become a mentor?

Mentoring is not just about helping others, it's also a powerful way to refine your own leadership skills, gain new perspectives, and stay engaged with the next generation of nuclear medicine professionals. It's a rewarding experience that strengthens our field and ensures its continued growth.

What if I don't have enough time?

We understand that nuclear medicine professionals have demanding schedules. That's why the mentorship program is designed to be flexible. Meetings are virtual, and the time commitment is tailored to what you and your mentee agree upon. This may often be just a few sessions spread across the year. Even small contributions can make a big difference in a mentee's career.

I don't think I have anything valuable to offer as a mentor.

Many experienced professionals feel this way, but mentoring is not about having all the answers, it's about offering guidance, sharing experiences, and being a sounding board. Even informal conversations about your career path, decision-making, and challenges can be incredibly valuable to a young professional navigating similar situation.

What if my mentee expects too much from me?

The mentorship program is structured to set clear expectations. Your role is to **guide and support**, not to solve problems for your mentee. You will have an initial meeting where you define mentorship goals and set boundaries that work for both of you.

How much of a commitment is expected?

The program is designed to be **manageable and flexible**. Most mentors engage in short virtual meetings with their mentee every few months, depending on availability and mutual agreement. We provide guidelines, but ultimately, the commitment is what you are comfortable with.

What if I'm not good at mentoring?

Mentoring is a skill that develops over time. You don't need formal training, just a willingness to listen, share experiences, and help your mentee think through challenges. Plus, mentoring **improves leadership, communication, and coaching skills**, which are valuable in any professional setting.

What should be included in the mentoring agreement?

The **mentoring agreement** is a simple yet powerful tool to ensure a smooth and productive mentorship journey. It helps set **clear expectations** for both mentor and mentee, ensuring that your

time together is well-structured and beneficial. The agreement isn't meant to be rigid, but rather a **guiding framework** that can evolve as the mentorship progresses. It ensures that both mentor and mentee are aligned, making the experience **more meaningful, structured, and rewarding** for both.

For example, the **mentee's expectation from the mentor** could include:

- Guidance on transitioning from a research-focused role to clinical leadership.
- Feedback on scientific publications and conference presentations.
- Networking opportunities within the European nuclear medicine community.
- Career advice on balancing clinical work and academic research.

The mentor's expectations from the mentee may look like:

- Commitment to scheduled meetings and active participation.
- Willingness to seek and act on feedback.
- Clear communication of challenges and goals.
- Openness to new perspectives and self-reflection.

Defining a clear mentoring goal with matching intermediate steps will help in creating a rewarding experience. For example, if the main goal of the mentee is to transition into a leadership role in nuclear medicine research, then the following intermediate steps could be defined:

- Strengthen presentation and public speaking skills for international conferences.
- Publish at least one high-impact research paper with mentor guidance.
- Expand professional network by attending at least two major nuclear medicine conferences.
- Improve strategic thinking and leadership skills through targeted discussions.

The mentor could support achieving these steps by:

- Provide constructive feedback on research manuscripts and grant proposals.
- Offer insights into effective leadership and decision-making.
- Introduce mentee to key figures in nuclear medicine and industry.
- Help the mentee navigate potential career growth opportunities.

Will this mentorship interfere with my professional responsibilities?

The program is designed to fit **within your existing workload**, with short, structured interactions. Many mentors find that mentoring actually enhances their professional skills, making them better leaders in their own institutions.

What do I gain from being a mentor?

Mentoring offers a rewarding experience that goes beyond simply guiding a mentee, it enhances your own professional growth. Many mentors report **increased job satisfaction, stronger leadership, and improved communication skills**, which are valuable in any career stage. As an **official EANM Mentor**, you will receive a **certificate of recognition** and be featured on the **EANM website**, highlighting your role in shaping the future of nuclear medicine. Mentoring also provides a unique opportunity for **talent scouting**, allowing you to connect with promising young professionals who

could become future collaborators or colleagues. Most importantly, it is a chance to **give back to the field** by supporting and empowering the next generation of nuclear medicine specialists.

What if my mentee is in a different subfield of nuclear medicine?

That's not a problem! While technical knowledge is valuable, the real benefits of mentoring come from sharing **career advice, problem-solving approaches, and professional development insights**, which are transferable across all subfields of nuclear medicine.

I had to figure out my own career path. Shouldn't young professionals do the same?

While self-reliance is important, mentorship **doesn't hand success to mentees, it equips them with the tools to make informed decisions**. Think of it as providing guidance, not shortcuts. You likely had informal mentors throughout your career who gave you key advice. This is your opportunity to do the same for someone else.

I already teach students or residents. How is this different?

Teaching is about imparting knowledge in a structured setting, while mentoring is a **more personal and career-focused relationship**. Mentoring allows you to **guide someone's long-term development**, helping them make decisions, explore opportunities, and grow in confidence over time.

How does mentoring help advance nuclear medicine as a field?

By mentoring young professionals, you help shape the next generation of experts, ensuring that nuclear medicine continues to advance. Mentoring fosters **innovation, collaboration, and stronger professional networks**, strengthening the entire community. Results from an EANM workforce survey highlight mentorship as one of the most valued factors in launching a successful career in nuclear medicine.

What support will I receive as a mentor?

The EANM Mentorship Programme provides **structured guidelines and resources** to help you navigate the mentor-mentee relationship. In addition, you will be able to share your experiences during a **networking event** organized during the annual congress.

What if I start mentoring and realize it's not for me?

We encourage all mentors to try at least one full cycle, but if you find that mentoring is not the right fit, you can always step back after the program period. We want this to be a **positive experience** for everyone involved.

How do I sign up to be a mentor?

Just [click here to apply](#) and fill out the mentor application form. The EANM Young Professionals Council will match you with a mentee based on expertise and interests. Join us in shaping the future of nuclear medicine!