

Career Stages:

Different types of mentors are important at different points in a person's career. Think about developing a mentoring plan for each of your career stages. Career stages include:

Early: The first five years of career or role. Consider a mentor within your organization.

Mid: At mid-career consider at least one mentor that is external to your organization that can assist you with your professional and national networking. Consider mentors from outside the discipline of nursing.

Late: Within five years of retirement. Identify and mentor protégés as part of your personal succession plan. Consider mentors from outside the discipline of nursing.

Consider reading the following book (note chapter 4) as an excellent reference on mentoring at different career stages:

McBride, A. (2011). *The growth and development of nurse leaders*. New York: Springer Publishing.