

Mentorship as a Catalyst for Growth

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In today's fast-changing healthcare landscape, preparing the next generation of nurses requires more than just clinical knowledge; we must pass the torch with intention, with purpose. Far from being optional, mentorship and coaching are vital to the heart of nursing education and practice. They are essential tools for building confident, resilient, and visionary nurses who will shape the future of care.

A strong mentoring relationship can be truly transformative. It fosters professional growth and personal development by guiding new nurses toward career advancement, helping them set meaningful goals, and creating space for them to thrive. Mentorship offers something beyond technical skill; it nurtures a sense of identity, belonging, and a long-term commitment to the profession.

Mentoring and coaching, however, are not effortless pursuits. They require time, trust, patience, and a genuine commitment to the success of others. It means showing up, listening deeply, and offering guidance even when it's not convenient. But the return on that investment is immeasurable; what we give comes back in the form of stronger teams, more empowered colleagues, and a profession built on mutual support.

When we mentor or coach, we don't just teach, we uplift. We affirm that someone belongs in this profession. Whether in academia or clinical practice, taking the time to support a fellow nurse is an act of leadership and kindness. It helps build a culture of trust, shared purpose, and professional pride. It creates a sense of community that combats isolation and burnout, reminding nurses that they are part of something bigger than themselves.

While mentoring focuses on long-term development and professional socialization, coaching offers a targeted, action-oriented approach. It empowers nurses to build confidence, enhance leadership, and adapt to daily challenges with clarity and resilience. Coaching can be a valuable tool for both clinical and managerial staff, promoting reflective practice and stronger team dynamics—especially when thoughtfully structured and clearly defined (Richardson et al., 2023).

Together, mentoring and coaching create a powerful cycle of growth. They ensure that each generation of nurses is not only clinically competent but also emotionally supported and professionally empowered. When we lift others, we elevate the entire profession, and in doing so, we leave behind a legacy of care, connection, and courage.

Let me ask you this: if you had to name one mentor who shaped your journey, who would it be? What did they teach you? How did they change your life? I know I can think of one, or even two, who stood by me, believed in me, and reminded

me why I chose this path. Their support helped me grow and most importantly, made me passionate about serving others. I believe in service. And service, in its purest form, means showing up for others, especially those just starting out. It means offering guidance, sharing lessons, and reminding new nurses that they belong.

These relationships stay with us. They become part of our story. They help define who we are, not just as nurses, but as people.

And now, it's your turn to be that person for someone else. Now I invite you to do the same. Be the mentor. Be the coach. Inspire, guide, and empower the nurses who will follow in your footsteps. Because the future of nursing depends not only on what we know, but on how we pass it on. ■

Reference

Richardson, C., Wicking, K., Biedermann, N., & Langtree, T. (2023). Coaching in nursing: An integrative literature review. *Nursing Open*, 10(10), 6635–6649. <https://doi.org/10.1002/nop2.1925>



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