Guidelines for ERS HERMES Diplomate mentors

Dear HERMES Diplomate,

It is our pleasure to invite you among our group of mentors who have keenly decided to use your knowledge and experience to aid new candidates in the preparation for their upcoming ERS HERMES examination. Although this voluntary activity is not compensated financially, we hope that the time you dedicate to your allocated mentee will be an enriching experience and, possibly, a way of finding an inspirational colleague for the future.

This voluntary mentorship programme, which the examination organising team runs purely out of its passion, can work only through its dedicated mentors, who find time in their busy schedules. The following points stipulate the responsibilities and expectations of such a mentor:

**Key characteristics of the HERMES Diplomate Mentor**

- Appropriate experience: Successful in the examination and therefore qualified to give advice on examination preparation
- Good relationship management skills: willingness to respond in a timely manner
- Availability: limited to electronic exchange. Further to this, mentoring session could include telephone calls with the agreement of the two parties
- Generosity

**HERMES Examination candidates may have one or more of the following needs:**

- Guidance for examination preparation
- Advice on how to maximize benefits of taking the examination
- Support if confronted with stress or difficult issues related to the examination

**Matching of mentors and mentees**

- Matching will be done by the ERS office. You may have a maximum of 2 mentoring receivers.

**Structure and content of the mentorship**

- Direct, one-to-one communication via e-mail exchange or telephone call in one or two well-timed mentoring sessions
- The mentoring activity is strictly issue-focused on the HERMES Examination. The expectation that mentoring has to be in the form of an on-going relationship is not mandatory and is entirely dependent on the parties’ agreements.

**ERS Support of Mentoring Activity**

- ERS office will match mentors and mentees.
- The ERS will make initial contact with the HERMES Examination Candidates and will give advice on what to expect from their mentors.
- Any consequent communication will be handled by the mentee and mentor themselves.
- For any problems, contact the HERMES team at the ERS office: hermes@ersnet.org