

TABLE 1.1 Modalities of Support

Type	Definition	Example
Mentorship	A relationship in which an individual invests personal knowledge, energy, and time to help another individual develop	Providing guidance on how to navigate a conflict with a client
Advising	Typically focused on advising on an outcome or goal of a specific event or process	Assisting a veterinary student in externship selections
Coaching	Focused on aiding the coached individual in achieving a specific goal or mastery of a task	Coaching an individual to improve leadership skills
Sponsorship	When an individual uses their credibility, reputation, power, influence, and network to help another individual advance in their career	Recommending an individual for a job opportunity
Training	Often used to help a mentee obtain mastery over a process, procedure, or workflow—typically with a definitive end point	Teaching the new hire how to use the practice management software

The **2023 AAHA Mentoring Guidelines** are available at aaha.org/mentoring.

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