



The power of coaching and mentoring



We sat down with **Miranda Steeples**¹ to chat about how to embark upon a transformative journey in 2024 through coaching and mentoring.

As we enter 2024, how do you see the role of professional coaching and mentoring evolving in the dental healthcare landscape in the UK?

Miranda: The dental healthcare field is undergoing rapid changes, presenting both opportunities and challenges for professionals.

Coaching and mentoring are more important than ever for dental hygienists and dental therapists, offering not just clinical guidance but also support in developing vital soft skills and career strategies.

Can you elaborate on the core principles of coaching and mentoring in the dental profession?

Miranda: At its heart, it's about experienced professionals guiding others in their personal and professional development. This involves goalsetting, competency development, and understanding one's role within the broader profession context.

What specific benefits do coaching and mentoring offer dental hygienists and dental therapists?

Miranda: There's enhanced skill development, whereby they encourage continuous learning in areas like new dental technologies, clinical skills and patient communication. Also important for many is career guidance, with mentors providing invaluable insights for career transitions or specialisation.

We talk a lot about the importance of having a network to stave off professional loneliness and to bounce ideas around, and mentors can open doors to broader professional networks.

Job satisfaction and retention are also key

Author information

¹Miranda Steeples is the President of the British Society of Dental Hygiene and Therapy (BSDHT)

issues and coaching can align personal and professional goals, enhancing job satisfaction and retention. That tends to go hand-in-hand with being able to adapt to change and coaching fosters adaptability, crucial for keeping pace with changes in dental healthcare.

Something that has been gaining ground in recent years to complement clinical skills are soft skills. Mentoring nurtures essential skills like communication and leadership.

How do you see these mentoring and coaching principles applying in 2024's dynamic dental environment?

Miranda: With advancements in dental technology and changing healthcare policies, it's crucial for dental hygienists and dental therapists to be adept in not just clinical skills but also in their interactions with colleagues and patients, and adaptable in the face of any changes. Coaching and mentoring are invaluable in this regard.

situation and contemplating their future direction. It's ideal for individuals who are at the beginning of their careers and need support in navigating these early stages. Additionally, it's equally valuable for those who have ambitions and ideas but are unsure of where to start, or for those feeling stagnant and uninspired in their current roles.

How does the programme work?

Miranda: The programme offers up to six sessions of coaching or mentoring, focusing on helping members to discover their strengths and empowering them to achieve their goals. Whether it's about transitioning to a new job, starting your own business, pursuing educational objectives, gaining more confidence, planning for retirement, seeking empowerment, or developing assertiveness, this programme is designed to support these aspirations.

Participants can expect to engage with experienced coaches and/or mentors who

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How does mentorship help in overcoming profession-specific challenges?

Miranda: It's instrumental in navigating challenges like setting up new practices for direct access, for example, as well understanding regulatory landscapes, and managing work-life balance.

How do professional bodies like the BSDHT help others to achieve their goals?

Miranda: The British Society of Dental Hygiene and Therapy (BSDHT) provides platforms for mentorship pairing, continuous education, and networking, playing a pivotal role.

Our Coaching and Mentoring programme is designed to address various needs and stages throughout a career in dentistry, whether you are newly qualified, seeking a change, or aiming for personal growth.

The programme is particularly beneficial for those who are reflecting on their current

provide a non-judgmental space in which to explore current situations and future aspirations. The approach is collaborative, with coaches and mentors acting as 'thinking partners' to help members achieve their goals. Confidentiality and commitment are paramount, with a focus on challenging thinking and holding members accountable for their commitments.

In a nutshell, the BSDHT's Coaching and Mentoring programme is a comprehensive support system for dental hygiene and dental therapy professionals seeking to grow, evolve, and succeed in their careers. Let's all work together to make 2024 the best year yet!

For further information, visit www.bsht.org.uk/mentoring/.

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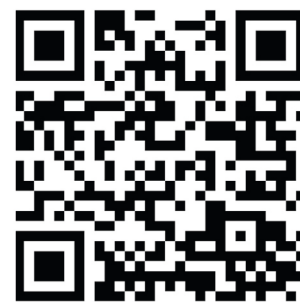
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