

The National Association of Health Underwriters represents more than 100,000 licensed health insurance agents, brokers, consultants and benefit professionals through more than 200 chapters across America. NAHU members service the health insurance needs of large and small employers as well as people seeking individual health insurance coverage. Every day, NAHU members work to obtain insurance for clients who are struggling to balance their desire to purchase high-quality and comprehensive health coverage with the reality of rapidly escalating medical care costs. As such, one of NAHU's primary goals is to do everything we can to promote access to affordable health insurance coverage.

NAHU members help millions of consumers by guiding them through the complexities of health insurance purchasing and enrollment, while ensuring they get the best policy at the most affordable price. We seek to understand each personal situation to create recommendations that complement a client's financial and medical security needs. And our job does not end with the sale. Our licensed producers help their clients with claims issues, service questions and compliance matters throughout the life of each policy they sell.

NAHU offers its members a multitude of professional developmental opportunities, including advanced designation programs, continuing-professional development classes and online learning. NAHU provides its members with professional conferences and networking functions, publications and business-development tools. We also conduct advocacy efforts at the state and federal levels of government to advance the interests of health insurance professionals and to promote affordable and responsible private health insurance market solutions.

NAHU's Mission Statement

NAHU will improve its members' ability to meet the health, financial and retirement security needs of all Americans through professional development, advocacy and professional development.

NAHU's Vision Statement

Every American will have access to private sector solutions for health, financial and retirement security and the services of insurance professionals.

Contact YAHU Chair

Susan Rider

srider@gregoryappel.com



**Young Agent
Health Underwriters**

Mentor Program



Purpose

The new agent member upon acceptance into the Mentoring Program will be given a list of 3 to 5 potential mentors including contact information.

Mentees are encouraged to ask for references both within and without of the potential mentor's current organizational structure. Other attributes that the mentee should consider will be:

- Does the potential mentor exhibit a sense of confidence?
- Does the potential mentor have a work ethic that seems similar to yours
- Are you comfortable with the mentor's work style
- Does the mentor's expectations of you mesh with your expectations?

Choosing the Mentor

The purpose of the National Association of Health Underwriter's Mentoring Program is to increase the chance of success for members who are new to the health insurance industry. Through this program we will pair a new insurance agent with an NAHU member that has years of experience in the same field as the mentee.

The experienced professional will share his/her expertise with the new agent. The goal is for the mentee to build the skills necessary for success. Equally important will be the conveyance not just of skill sets but of a guiding set of values. While the benefits to a mentee are obvious there are numerous benefits to the mentor such as enhancing skills through teaching as well as generating new insights.

Role of the Mentee

Before embarking on a mentor/mentee relationship, ensure that you know exactly what it is that you want to get to out of the relationship. A mentee engaged in the sale of group benefits might want the mentor to share ideas on marketing, on creating a good proposal or even ideas on how to analyze the best ancillary benefits. An account manager might want to learn how to establish trust with a new account, how to identify the key stakeholders in an organization or how to provide meaningful reports.



In choosing a mentor, the mentee should look at:

- Years of experience in the chosen specialty.
- An individual with a strong network.
- Someone who seems to have a genuine interest in helping you advance.
- Appears to be a good listener.
- The comfort level during the initial conversations.



The mentee is expected to initiate the relationship with the mentor and drive the learning. In addition, the mentee must identify his/her learning goals and provide the mentor with feedback. In the absence of mentee feedback, the mentor cannot know whether the mentee's objectives are being accomplished. It is up to the mentee to allocate the appropriate amount of time to study and apply the lessons learned during time with the Mentor.

The mentee should be prepared to provide the mentor with the following:

- How can they help you achieve your goals?
- How will you be held accountable?
- What are your boundaries?
- How will success be measured and at what intervals?