



Mentoring

Post Doc Leadership Workshop

January 12, 2017



What are the three most important things that a mentor does?

One Definition...

MENTORING

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Zelditch, 1990

What did your mentors do for you that made the greatest difference to your graduate career?

How does the mentee benefit a mentor?

What are the responsibilities of a mentee?

How would you approach mentoring undergraduates and graduate students differently?

How do issues of identity and diversity influence mentoring relationships?

- Mentoring contracts
- Evaluating your own progress as a mentor
- Handout of additional resources

5 STEPS TO MENTORING SUCCESS

Following these 5 simple steps will put you on the path to mentoring success. Good luck and enjoy the journey!



1. SEARCH 2. CONNECT 3. JOURNEY 4. ASSESS 5. EXPLORE

Nevada STEM Mentor Network

Commitments of Postdoctoral Appointees

- **I acknowledge that I have the primary responsibility for the development of my own career.** I recognize that I must take a realistic look at career opportunities and follow a path that matches my individual skills, values, and interests.
- **I will develop a mutually defined research project with my mentor that includes well-defined goals and timelines.** Ideally, this project should be outlined and agreed upon at the time of the initial appointment.
- **I will perform my research activities conscientiously, maintain good research records, and catalog and maintain all tangible research materials that result from the research project.**
- **I will respect all ethical standards when conducting my research including compliance with all institutional and federal regulations as they relate to responsible conduct in research, privacy and human subjects research, animal care and use, laboratory safety, and use of radioisotopes.** I recognize that this commitment includes asking for guidance when presented with ethical or compliance uncertainties and reporting on breeches of ethical or compliance standards by me and/or others.
- **I will show respect for and will work collegially with my coworkers, support staff, and other individuals with whom I interact.**

Mentoring Evaluation

TOPICS	COMMENTS
Intellectual Growth and Development	
• Encourages my imagination and creativity	
• Encourages my inventiveness including the identification of new research topics, discovery of new techniques, development of new apparatus and patentable inventions	
Research	
• Shows me how to do original research	
• Takes steps to improve my ability to conceive explanatory hypotheses and design critical tests of such hypotheses	
Professional Career Development	
• Provides counsel for important professional decisions	
• Is instrumental in building my professional networks	
Academic Guidance	
• Provides sound advice in planning my courses and curriculum relative to my career goals	
• Provides sound advice on my academic goals relative to my career plans	
Skill Development	
• Takes steps to develop my planning and organization, communication, teaching, and team-leadership skills	
• Provides constructive feedback on presentation skills	
Personal Communication	
• Listens carefully to my concerns	
• Keeps in touch on my progress	

“I do not believe in one set fixed of rules in mentoring. I take the role of the mentor to facilitate learning from point A to point B, and perhaps our first tasks as mentors are to i) evaluate what point A is for any given individual, what the individual set of strength and weaknesses is and ii) get a good sense for what point B is and make sure the mentor and mentee have a mutual understanding of this. Goals can change, and there must be many opportunities to revisit them.”

Extra Slides

5 Steps to Mentoring Success: SEARCH

1. SEARCH

How do you decide who to enter into a mentoring relationship with and how do you do it?

- ✓ What experiences and learning can I bring to the mentoring relationship?
- ✓ What are my own expectations for the relationship?
- ✓ What are the skills, area of focus, and strengths that I would like the mentee to possess?
- ✓ Are there any obstacles that could impede the relationship's development?

2. CONNECT

Now that the mentoring relationship has been initiated, how do you make sure both of your expectation and goals are aligned?

- ✓ Formalize timelines, plans of action, proposals and goals
- ✓ Be specific when talking about each other's roles, time commitment, communication style and intentions for supervision and oversight
- ✓ Clear communication should be maintained throughout the mentoring relationship in order to make sure timeline and goals are being met

3. JOURNEY

Make sure you stay on the path to a successful research mentoring experience

- ✓ Investigative Questions: What have you accomplished so far? When is your due date? Have you had any challenges or setbacks with your research?
- ✓ Discovery Questions: How could we have approached this problem differently? What are you learning from this experience? What is the best thing/worst thing that could come from your approach? Did you apply suggestions from the constructive feedback I provided?
- ✓ Empowering Questions: What is your next step? What will you do if your first plan does not work? What is your back up plan? What resources do you have? What do you need? How can I help you succeed?

4. ASSESS

Take a look back over your research experience as a mentor. Evaluate your mentor-trainee relationship, keeping in mind; the ultimate goal is the promotion and development of a productive, independent, and responsible researcher.

- ✓ Were the research goals met? If not, why?
- ✓ Have you assessed the personal growth of your mentee as a result of their participation in this relationship?
- ✓ How has this relationship impacted you personally and professionally?
- ✓ Will there be continued opportunities to remain in contact with the mentee?

5. EXPLORE

How can you use your mentoring experiences for personal and professional development?

- ✓ How can you work with your mentee to disseminate research findings?
- ✓ What guidance will you provide to your mentee to continue their academic/career pathway?
- ✓ How can you work collaboratively with your mentee and/or other collaborators to grow research efforts and the STEM pipeline?