Developing Strong Mentoring Relationships

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JINA-CEE On-Line Seminar
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Where do I begin?
Pre-seminar Survey: Main Areas for Improvement

- Establishing goals/expectations
- Maintaining effective communication
- Facilitating mentee productivity
- Providing feedback
- Self-care/overall wellness
- Forming mentee/mentor relationships
Pre-seminar Survey: Topics for Mentoring

- Organization/prioritization of work
- Professional development skills
- Career planning tools/advice
- Mental Well being
- Work-life balance
- Support during quarantine
- Minorities in STEM
- Social isolation
- Cultural adaptation
- Coursework
- Switching research areas
- On-line learning/teaching
Establishing the framework for a mentoring relationship

- **Purpose**: “Why?”
- **Goals/Outcomes**: “What?”
- **Plan**: “How?”
- **Schedule**: “When?”
Self Analysis (Introspection)
WANTS

NEEDS
Where do you think past mentoring went off track?
Mentoring
What are the Differences: Mentors, Advisors, Coaches, Sponsors, & Bosses?

- A **mentor** is a wise and trusted person who guides, protects, and promotes the protégé’s (mentee) career.

- An **advisor** is someone who offers advice, from a perspective of wisdom or authority.

- A **coach** helps with specific skill and ability development, often on a fee basis.

- A **sponsor** advocates and provides tactical support for your advancement.
A supervisor (‘boss’) has the official task of overseeing your work.

An important point is that a mentor is not by definition the Ph.D. advisor or postdoctoral or fellowship supervisor . . . .

. . . .although many such advisors and supervisors are mentors in the best senses of the term.
Mentoring Toolkit
Apply the skill sets developed in your research intensive background

analyzing
planning and scheduling
multitasking
communicating
Achieving Mentoring Goals

1. **Identify the key areas for which you need mentoring**

2. Focus on critical concerns at your current career stage

3. Develop action steps to keep your mentoring needs on track

4. Understand the do’s and don’ts of mentoring relationships

5. Keep expectations realistic
Key Areas for Mentoring

Acquiring the appropriate professional credentials
Key Areas for Mentoring

Recognizing opportunities
Key Areas for Mentoring

Learning from mistakes and missteps
Key Areas for Mentoring

Dealing with biases and misconceptions
Key Areas for Mentoring

Developing a sense of career directions and timing
Key Areas for Mentoring

Selecting appropriate role models
Key Areas for Mentoring

Meshing your values/interests with the right workplace
Key Areas for Mentoring

Obtaining a healthy balance in life
Key Areas for Mentoring

Creating opportunities for others
Key Areas for Mentoring

Knowing when to move on
Key Areas for Mentoring

Stretching beyond normal comfort zones in taking strategic risks
Achieving Mentoring Goals

1. Identify the key areas for which you need mentoring

2. **Focus on critical concerns at your current career stage**

3. Develop action steps to keep your mentoring needs on track

4. Understand the do’s and don’ts of mentoring relationships

5. Keep expectations realistic
Critical Concerns

- Have I developed the skill sets that I need?
- Am I focusing my efforts in the most productive manner and directions?
Critical Concerns

- Is it time to ‘move on’?
- Do I know what I need to be doing in preparation for my next career phase?
Achieving Mentoring Goals

1. Identify the key areas for which you need mentoring

2. Focus on critical concerns at your current career stage

3. **Develop action steps to keep your mentoring needs on track**

4. Understand the do’s and don’ts of mentoring relationships

5. Keep expectations realistic
ACTION STEPS - 1

- Get to know your mentor/mentee so that you can mutually set goals to accomplish during the mentoring relationship.

- Set guidelines for how you would like to proceed (including mode of interaction and topics that may be “off-limits” during the mentoring experience).

- Mutually agree upon a regular meeting or contact schedule.
ACTION STEPS - 2

- Stick to agreed upon schedules.
- Give and receive positive feedback.
- Set goals and have a plan.
- Review goals, outcomes, and accomplishments on a consistent basis.
- Ask questions and be an excellent listener.
- Seek out new resources and opportunities.
Achieving Mentoring Goals

1. Identify the key areas for which you need mentoring

2. Focus on critical concerns at your current career stage

3. Develop action steps to keep your mentoring needs on track

4. **Understand the do’s and don’ts of mentoring relationships**

5. Keep expectations realistic
Know when to listen and when to speak . . .
Be yourself (thoughtfully)!
Never embarrass mentors or put them in an awkward position
Have an (appropriate) sense of humor
Recognize that your actions, whether good or bad, will often have consequences
Seek the unwritten and inside rules
Achieving Mentoring Goals

1. Identify the key areas for which you need mentoring
2. Focus on critical concerns at your current career stage
3. Develop action steps to keep your mentoring needs on track
4. Understand the do’s and don’ts of mentoring relationships
5. **Keep expectations realistic**
Handle criticism effectively
Mentors are not ‘miracle workers’!

You both have the responsibility to:
✓ be honest,
✓ confront painful realities forthrightly,
✓ not try to redesign the past,
✓ follow through,
✓ close the loop.
One mentor will not meet all your needs
Framework for a mentoring relationship

- **Purpose**: “Why?”
- **Goals/Outcomes**: “What?”
- **Plan**: “How?”
- **Schedule**: “When?”
Critical Questions

- What must I stop doing?
- What must I start doing?
- What must I continue doing?
Questions
Thank You!

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The Art of Becoming a Better Mentor and Mentee

NEXT WEEK!!

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