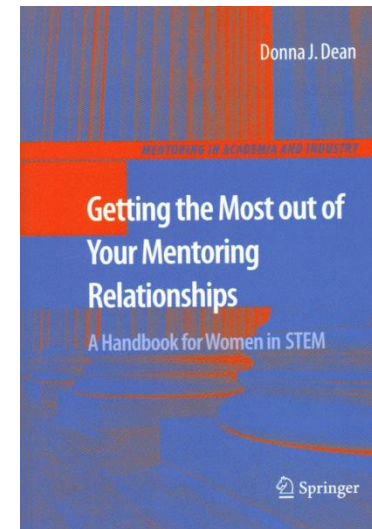


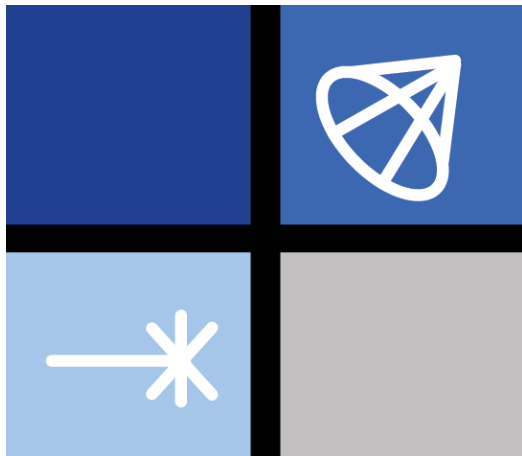
Developing Strong Mentoring Relationships



Donna J. Dean, Ph.D.

JINA-CEE On-Line Seminar

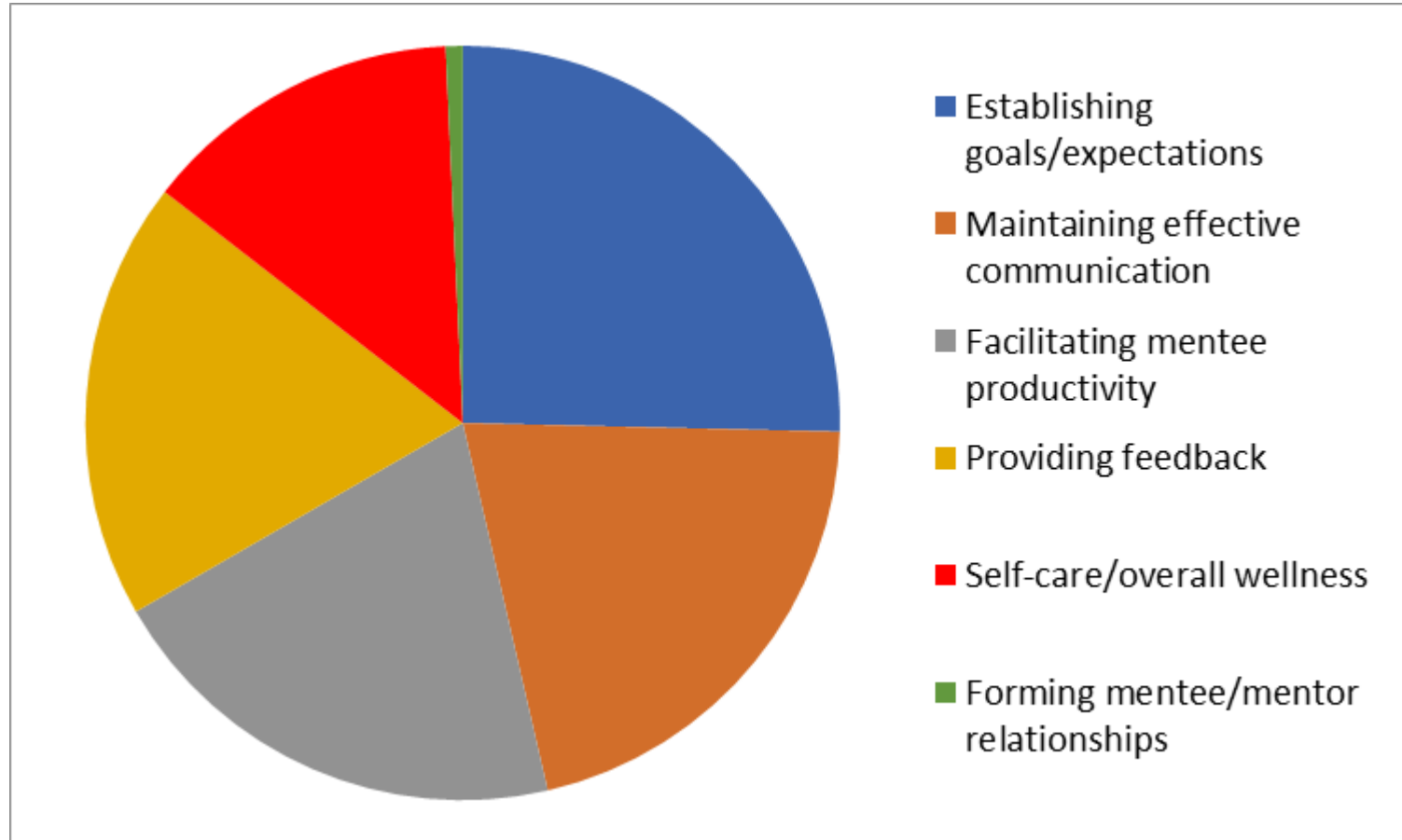
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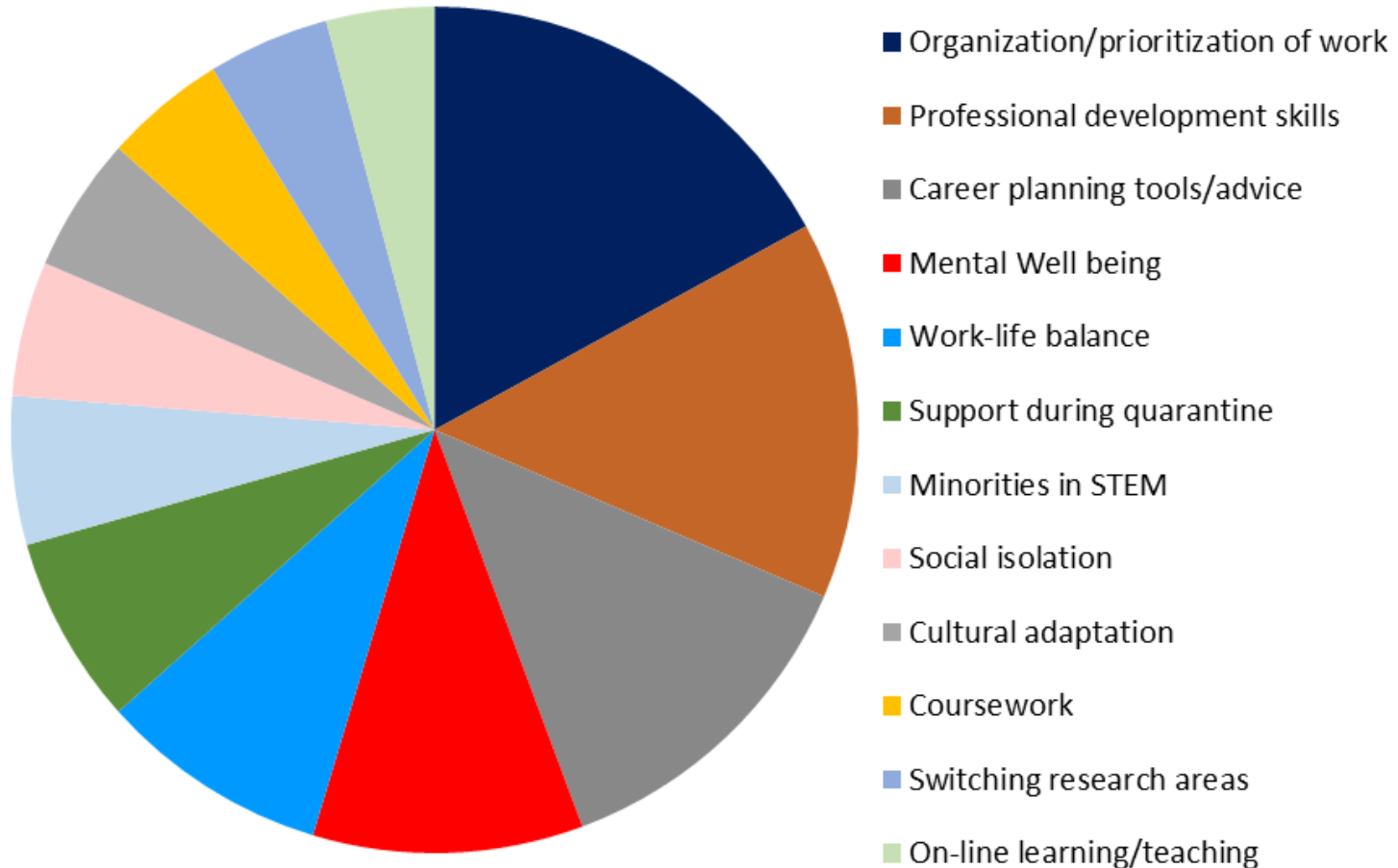


Pre-seminar Survey:

Main Areas for Improvement



Pre-seminar Survey: Topics for Mentoring



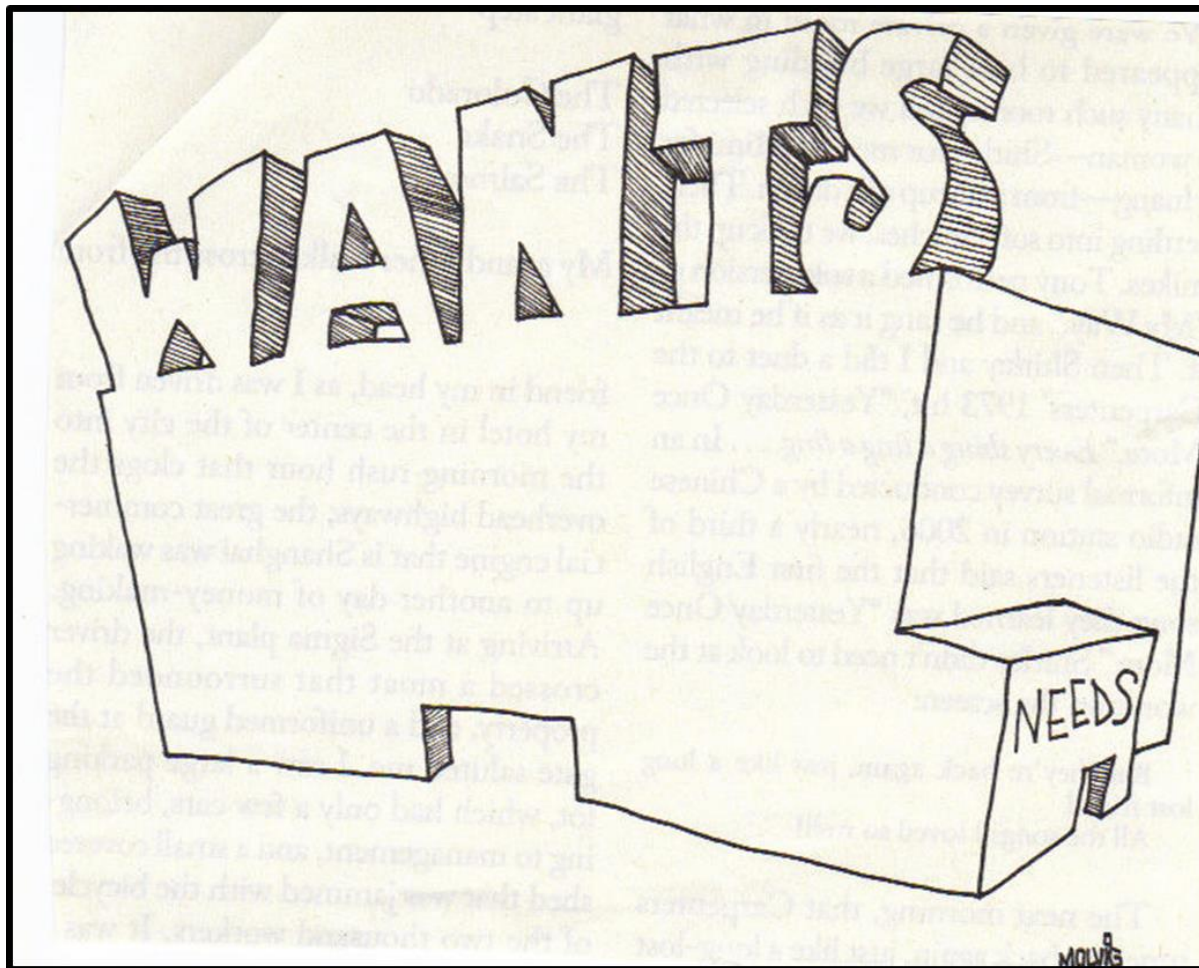
Establishing the framework for a mentoring relationship

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

Self Analysis (Introspection)

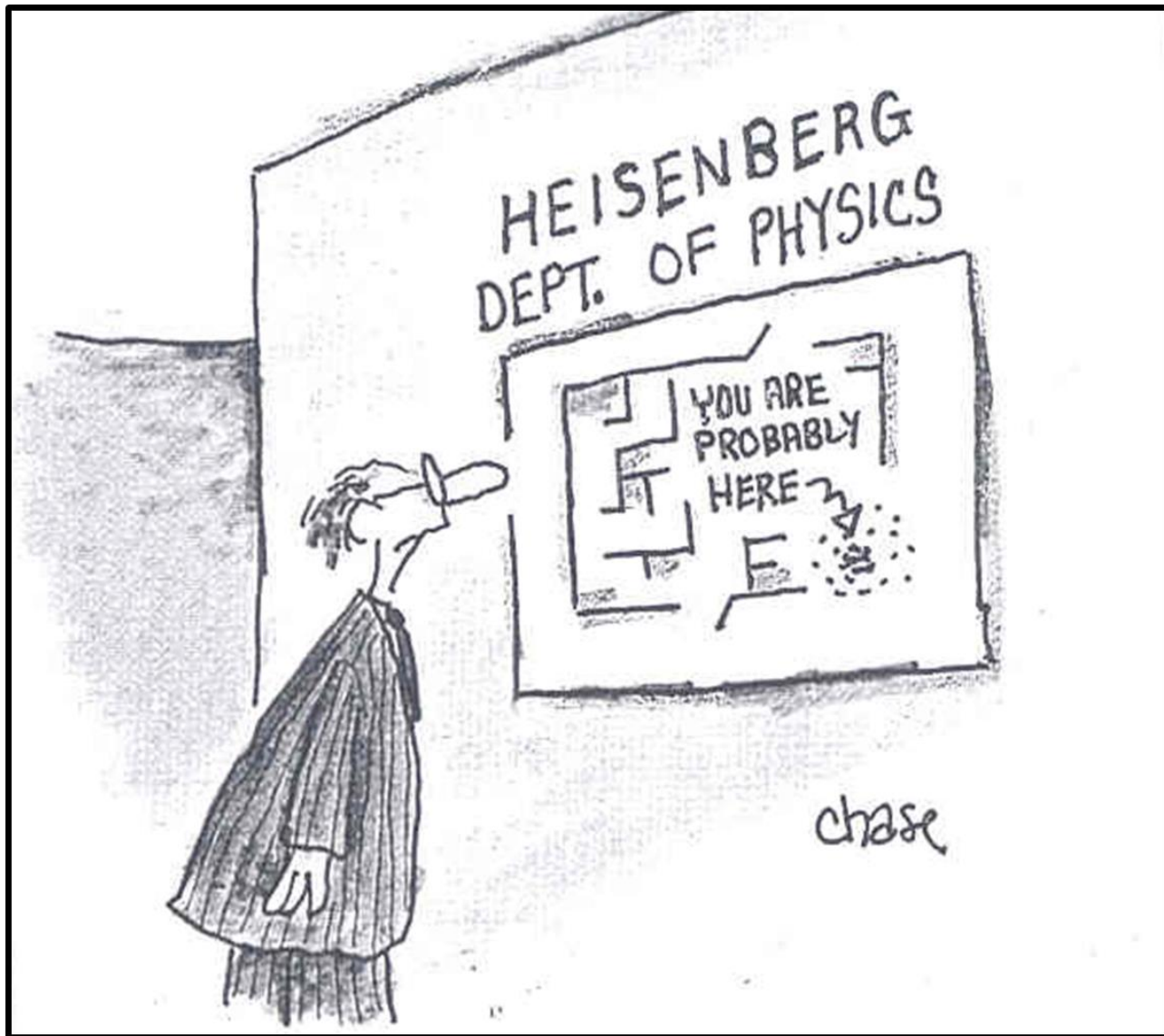


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Where do you think past mentoring went off track?



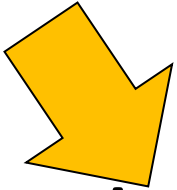
Mentoring



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.

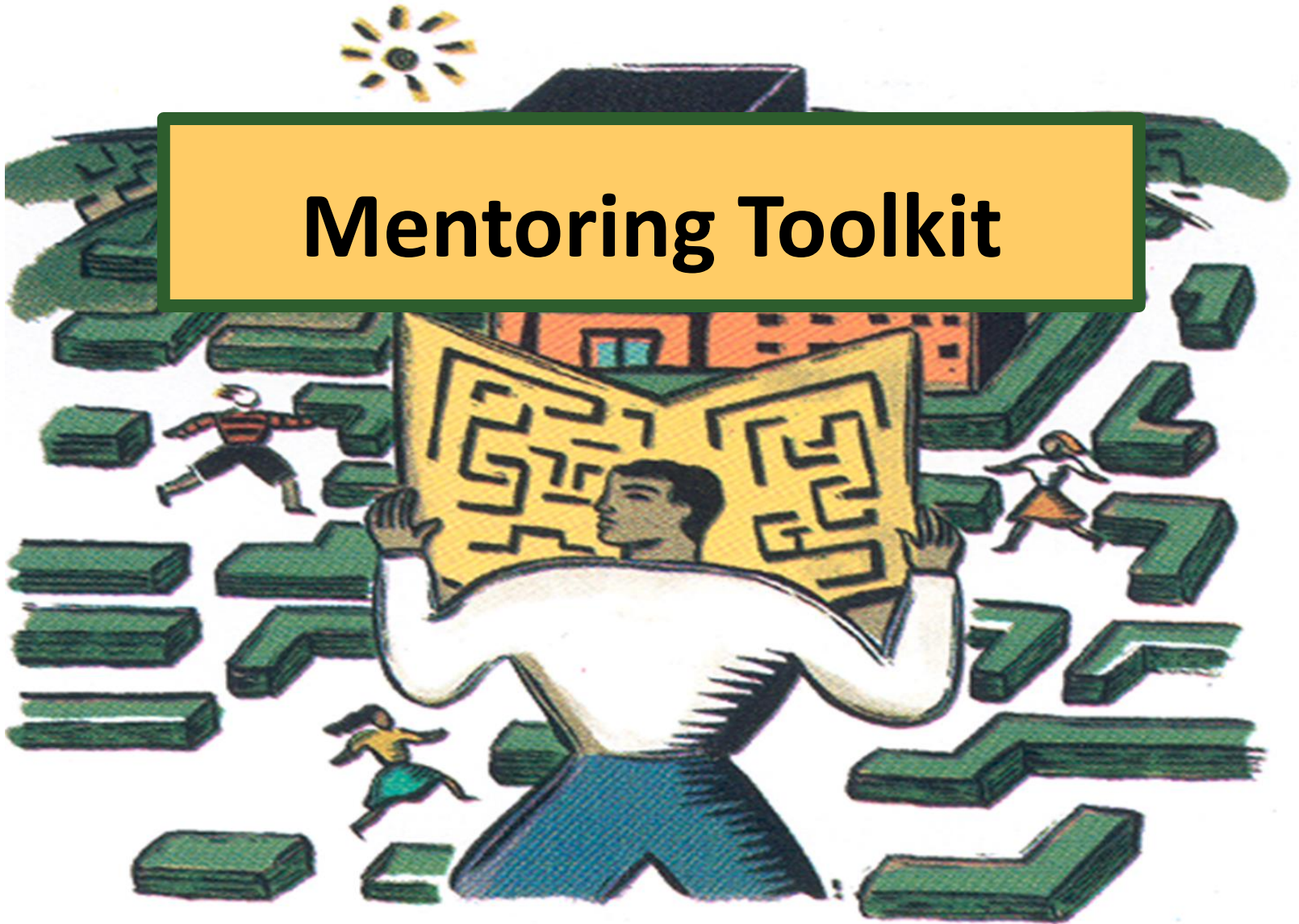
- A **supervisor ('boss')** has the official task of overseeing your work.



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?



Pierre Vivant, The Docklands/London

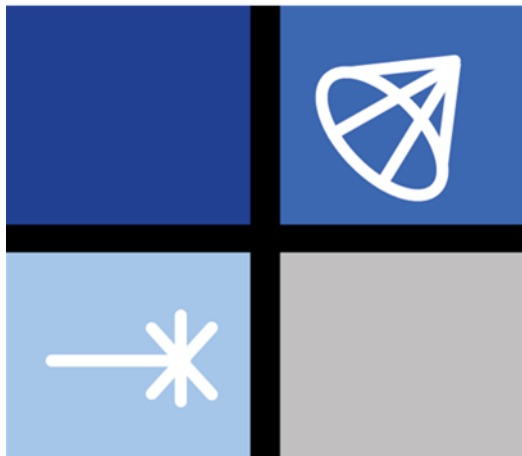
Questions



Thank You!

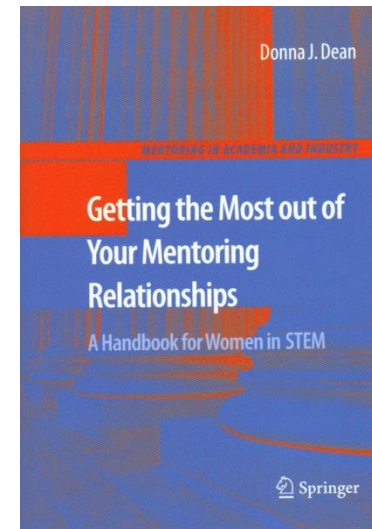


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The Art of Becoming a Better Mentor and Mentee

NEXT WEEK!!



Donna J. Dean, Ph.D.

JINA-CEE On-Line Seminar

May 29, 2020

