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Thursday, November 21, 2013

**“Giving Thanks for the Water Bath:
Sous Vide Cooking for the Holidays”**

Dr. Douglas Baldwin, Author, *Sous Vide for the Home Cook*

Dr. Sara Risch, Director of R&D and QA, Popz Europe



Thursday, December 5, 2013

**“Alternative Assessments: Strategies for
Sustainable Product Development”**

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No Mentor Available? Mentor Yourself! Reflective Self-Mentoring



Dr. Sandra McGuire
Director Emerita of the Center
for Academic Success,
Louisiana State University

Dr. Dave Harwell
Assistant Director,
ACS Careers

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No Mentor Available? Mentor Yourself by Using *Reflective Self-Mentoring!*

Sandra Yancy McGuire, Ph.D.
Director Emerita, Center for Academic Success
Retired Asst. Vice Chancellor & Professor of Chemistry
Louisiana State University



Tell us what you think...



How familiar are you with the concept
of self-mentoring??

- A) Very familiar
- B) Somewhat familiar
- C) Have heard of it, but am not familiar with it
- D) Never heard of the concept

Desired Outcomes



- We will understand the importance of structured self-mentoring
- We will have specific strategies for effective self-mentoring
- We will have greater confidence in ourselves and our ability to control our own destinies

What is a Mentor?



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



*Donna Joyce Dean, Ph.D.

Why is a Mentor Important?



“Because **science survival skills are rarely taught in a direct way**, most young scientists will need a mentor. Some will find one in graduate school, or as a postdoctoral researcher, or perhaps as an assistant professor. ***“Those who do not [have a mentor] have an excellent chance of moving from graduate study to scientific retirement without passing through a career.”***”

Feibelman, P.J., (2011) *A PhD is Not Enough!* New York, NY: Basic Books.

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Things a Mentor Can Offer



- Information about the culture/unwritten rules of an institution/organization
- Tools and strategies for success
- Information about resources
- Encouragement & inspiration

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How often have you...



- You felt you really needed a mentor, but you didn't have access to one
- You received advice from a mentor, but realized at the time, or found out later, that it was not the best advice for you

- A) Never
- B) 1 – 2 times
- C) 3 – 5 times
- D) More than 5 times

If you have experienced either of those situations (or if you *may* in the future)...



You can develop the skill of
reflective self-mentoring



What is Reflective Self-Mentoring?



A type of mentoring in which an ***individual cultivates his or her own professional growth*** through self-tutoring activities and resource-finding techniques.

Self-mentoring requires the individual to be highly motivated and self-disciplined. The individual increases job effectiveness and augments professional talents by ***building a body of knowledge and skills without the aid of other people.***

Things a Mentor Can Offer...



that you can provide for yourself!

- **Information about the culture/unwritten rules of an institution/organization**
Observe and discern the rules/norms/mores
- **Tools and strategies for success**
Observe and talk to others who have advanced
- **Information about resources**
Google it!
- **Encouragement & Inspiration**
Encourage yourself by reflecting on past successes!

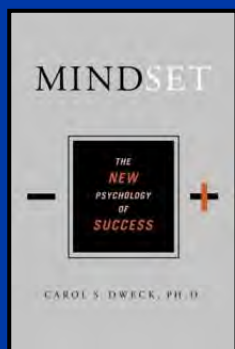
It is crucial that you know yourself and others



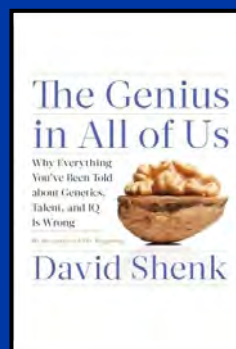
- **What are your personal characteristics?**
 - Personality style (MBTI)*
 - Learning style preference (VARK)*
 - Job interests
 - Mindset (Fixed vs Growth Intelligence)
- **What are the personal characteristics of those with whom you work?**

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Monitor Your Mindset!



Dweck, Carol, 2006. *Mindset: The New Psychology of Success*. New York: Random House Publishing



Shenk, David, 2010. *The Genius in All of Us: Why Everything You've Been Told About Genetics, Talent, and IQ Is Wrong*. New York: Doubleday

Mindset* is Important!



- **Fixed Intelligence Mindset**

Intelligence is static

You have a certain amount of it

- **Growth Intelligence Mindset**

Intelligence can be developed

You can grow it with actions

Dweck, Carol (2006) *Mindset: The New Psychology of Success*. New York: Random House Publishing

What Do you Think...





What do you think is the mindset about intelligence of most of the scientists that you have encountered?

- A) Most had a fixed intelligence mindset
 - B) Most had a growth intelligence mindset
 - C) Approximately evenly distributed among the two
 - D) I couldn't tell
-

Responses to *Many* Situations are Based on Mindset



	Fixed Intelligence Mindset Response	Growth Intelligence Mindset Response
 		
Challenges	<i>Avoid</i>	<i>Embrace</i>
Obstacles	<i>Give up easily</i>	<i>Persist</i>
Tasks requiring effort	<i>Fruitless to try</i>	<i>Path to mastery</i>
Criticism	<i>Ignore it</i>	<i>Learn from it</i>
Success of Others	<i>Threatening</i>	<i>Inspirational</i>

Monitor Your Self-Talk



Have you ever had any of the following thoughts?

Be careful how you are talking to yourself because you are listening.

—Lisa M. Hayes

- *“I can’t do this work; it is too much/too hard”*
- *“I’m not as good/smart as the others”*
- *“I remember the last time I tried this and failed”*
- *“I must be an idiot. What makes me think I can do this?”*
- *“They’re gonna soon find out I’m in over my head.”*

The Antidote to Negative Self Talk: *Positive Self-Talk!*






- Turning negative, destructive thoughts into positive, constructive thoughts
- Facilitated by objectively evaluating the validity of negative thoughts
- Forces the adoption of a different perspective
- Reflection and journaling can be important tools

How can we rephrase the *negative* thoughts into *positive* thoughts?



- *"I can't do this work, it is too much/hard"*
- *"I'm not as good/smart as the others"*
- *"I remember the last time I tried this and failed"*
- *"I must be an idiot. What makes me think I can do this?"*
- *"They're gonna soon find out I'm in over my head."*

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are talking
to yourself
because you
are listening.
—Lisa M. Hayes

More Self-Mentoring Strategies



- Ask questions and listen carefully to the experts in your field of interest.
 - Read and research materials in the field.
 - **Observe people in leadership positions.** Notice the different styles of leadership and which are effective.
 - Attend and present papers at conferences and other educational programs.
 - **Seek out new opportunities.** Volunteer for projects or join professional organizations – but not too many.
 - **Brainstorm with yourself!** Plan time for your self-mentoring activities.
-

Start using critical thinking to reflectively mentor yourself!



It's a tool that works beautifully!

Additional References



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Useful Websites



- <http://acswebinars.org/>
 - www.cas.lsu.edu
 - www.vark-learn.com
 - www.mentornet.net
 - Searches on www.google.com
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