We will start momentarily at 2pm ET

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Thursday, November 14, 2013
“No Mentor Available? Mentor Yourself!”
Dr. Saundra McGuire, Director Emerita of the Center for Academic Success and Retired Professor of Chemistry, Louisiana State University
Dr. David Harwell, Assistant Director, ACS Careers

Thursday, November 21, 2013
“Giving Thanks for the Water Bath: Sous Vide Cooking for the Holidays”
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Dr. Sara Risch, Director of R&D and QA, Popz Europe

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Getting the Most out of Your Mentoring Relationships

Donna Joyce Dean, Ph.D.
What are characteristics of good mentoring relationships?

What are the Differences?
Mentors, Advisors, Coaches, Sponsors, Supervisors . . .

- 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.
What are the Differences?
Mentors, Advisors, Coaches, Sponsors, Supervisors . . .

- 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 supervisor, although many graduate and postdoctoral advisors/supervisors are mentors in the best senses of the term.

Tools that Can Help Us

- Self Analysis
- Mentoring
- Networking
Self Analysis (Introspection)
Audience Question

What is your primary need for mentoring?

- career preparation
- personal matters
- career and life conflicts

Ponder your own personal priorities, values, interests, aptitudes.

Seek your own best ‘fit’.
• What are my most critical career concerns now?
• What have been the positive and negative aspects of my previous mentoring relationships?
• What do I need from mentors now?
Achieving Your Goals

- Identify the key areas for which you need mentoring

What do I need from mentors?

. . . enhancing my skills and abilities in certain areas such as public speaking, scientific writing, or setting priorities?

. . . understanding the best workplace to pursue my professional interests?

. . . help with work-life issues, life-partner issues, or adapting to unfamiliar cultures or geographies?
Remember: one mentor will not meet all needs of a mentee

What can mentors provide?

- How you got started in your career
- What you do and do not like about your particular field
- Advantages and disadvantages of particular career choices
- What you would ‘do over’ if you could
For a first conversation with a (potential) mentor/mentee . . .

- Learn how the mentor got started in her/his career.
- Seek information on what your mentor or mentee does and does not like about her/his particular field.
- Discuss the advantages and disadvantages of particular career choices.
- For both of you, what would you ‘do over’ if you could?

Achieving Your Goals

- Focus on critical concerns at your current career stage
Critical Questions

- What must I stop doing?
- What must I start doing?
- What must I continue doing?

Achieving Your Goals

- Develop action steps to keep your mentoring needs on track
Action Steps - 1

- Get to know each other 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 Your Goals

- Understand the do's and don’ts of mentoring relationships

- Be yourself (thoughtfully)!
- Never embarrass your mentors/mentees 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 Your Goals

- Keep expectations realistic

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.
You should expect your mentors to:

✓ help you identify the balance between personal fulfillment and professional success that is right for you.
✓ question you on the level of satisfaction you feel with the work-life choices you are making.
✓ understand your current situation and the systems in which you live and work.
✓ help you to recognize your strengths and weaknesses.

Critical Concerns

- Is it time to ‘move on’?
- Have I developed the skill sets that I need?
- Am I focusing my efforts in the most productive manner and directions?
- Do I know what I need to be doing in preparation for my next career phase?
Peer to peer mentoring

- Helping you let go of what you “should” do or want
- Positive reinforcement for the change you are contemplating
- Transitional goals similar to yours

Mentoring Helps With:

- Acquiring the appropriate professional credentials
Mentoring Helps With:

• Recognizing opportunities

Mentoring Helps With:

• Learning from mistakes and missteps
Mentoring Helps With:

- Dealing with own misconceptions and biases

Mentoring Helps With:

- Developing a sense of one’s career directions and timing
Mentoring Helps With:

- Selecting appropriate role models

Mentoring Helps With:

- Meshing one’s values with the right workplace
Mentoring Helps With:

- Obtaining a healthy balance in life

Mentoring Helps With:

- Creating opportunities for others
Mentoring Helps With:

- Knowing when to move on

Mentoring Helps With:

- Stretching beyond normal comfort zones in taking strategic risks
Audience Question
Who Should Be Your Primary Mentor?

- My professor
- A colleague
- A family member
- A friend
- I don’t know right now

When **YOU** are a Mentor:

- Be approachable
- Be persistent
- Be a liaison
- Be a sponsor
- Be authoritative
- Be trustworthy
- Be a role model
- Be a teacher
- Be inspirational
- Be motivational
- Be a friend
- Be reliable
Achieving Your Goals

- Identify the key areas for which you need mentoring
- Focus on critical concerns at your current career stage
- Develop action steps to keep your mentoring needs on track
- Understand the do’s and don’ts of mentoring relationships
- Keep expectations realistic

Mentoring

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