

## **Mentorship**

**“Mentorship is a personal developmental relationship in which a more experienced or more knowledgeable person helps to guide a less experienced or less knowledgeable person.”**

**“Tell me and I forget, teach me and I may remember, involve me and I learn.”**

— Benjamin Franklin

**“I am not a teacher, but an awakener.”** — Robert Frost

**“The mind is not a vessel to be filled, but a fire to be kindled.”** — Plutarch

**“Do not train a child to learn by force or harshness; but direct them to it by what amuses their minds, so that you may be better able to discover with accuracy the peculiar bent of the genius of each.”** — Plato

**“What is a teacher? I'll tell you: it isn't someone who teaches something, but someone who inspires the student to give of her best in order to discover what she already knows.”** — Paulo Coelho,

**“The mediocre teacher tells. The good teacher explains. The superior teacher demonstrates. The great teacher inspires.”** — William Arthur Ward

**“In learning you will teach, and in teaching you will learn.”** — Phil Collins

**“How you coach them is how they're going to play.”** — Stefan Fatsis, *A Few Seconds of Panic: A 5-Foot-8, 170-Pound, 43-Year-Old Sportswriter Plays in the NFL*

**“Shanahan (the head coach) doesn't allow failure to take root.”** — Stefan Fatsis, *A Few Seconds of Panic: A 5-Foot-8, 170-Pound, 43-Year-Old Sportswriter Plays in the NFL*

## How To Start A Mentorship Relationship

Adapted from Chrissy Scivicque, <http://www.forbes.com/sites/work-in-progress/2011/06/18/how-to-start-a-mentorship-relationship/>

### **What Exactly Is a Mentor?**

*A mentor is a more experienced (typically older) professional in your field who offers you career guidance, advice and assistance from a real world point-of-view. Pretty simple, huh?*

### **Why Should I Bother?**

*As mentioned above, mentorship offers a host of amazing benefits. A good mentor is wise and willing to share his or her knowledge and experiences in order to help you succeed. It's like having a wonderful trusted ally to go to whenever you're feeling unsure or in need of support. They can help you set and achieve career goals, make smart business decisions, overcome workplace challenges, learn new skills or simply offer an outside perspective when you're facing frustrations at work. The benefits are truly endless.*

### **When Should I Get a Mentor?**

*Mentors are helpful regardless of where you are in your career. Whether you're fresh out of college or a few years from retirement, there are always others who have "been there, done that" from whom you can learn. So no matter who you are, I always say, "NOW is a great time to start."*

*If/when you're more experienced, you may want to BE a mentor. Please do so!! It's an incredibly fulfilling experience and I believe that mentors learn just as much as those they assist. But I encourage everyone to also find a mentor of your own. As humans, we're always learning and evolving, and even the most experienced professional doesn't know everything.*

*More than likely, the mentorship relationships of experienced professionals will not look the same as those who are entry-level or mid-career. You may have a mentor who is closer in age and experience—or even someone who is your junior! As long as the person has qualities and knowledge you can learn from, it's perfectly acceptable.*

### **Who Should Be My Mentor?**

*This is a big question and I recommend you take some time to think it over carefully. The choice of person makes a big difference in the success of the relationship and, ultimately, in YOUR success. Look for someone you respect professionally and someone who has a career you'd like to emulate. That doesn't mean you want to follow in their footsteps exactly; you're just looking for a person who has had success in your field (or even a similar one) and someone who embodies the professional characteristics you're working to achieve.*

*Of course, you also need to find someone who is willing to be a mentor, is eager to share knowledge, will be open and honest with you, will have time to dedicate to you*

*(though how much is flexible) and is trustworthy. You'll be potentially sharing a lot of sensitive information so this last point is essential.*

*Lastly, I recommend that you look for someone you like on a personal level, not just a professional one. You should look forward to spending time with your mentor. The conversations should be pleasant, engaging and inspiring.*

### **How Does the Mentorship Relationship Work?**

*Establish specifics around your relationship in whatever way works best for both you and your mentor. It can be a formal arrangement, an informal one or something in the middle. No matter what, it has to work for both of you. To get started, I recommend that you, as the mentee, come up with your "ideal" relationship. Share the information with your mentor and make sure you leave it open for discussion. Find out how much time they are willing to invest and build a schedule based on that.*

*For example, my first mentorship relationship was rather informal. My mentor and I would meet via phone about once a month (usually for an hour) and in between these conversations, we would communicate via email. I would send work to him when I needed a quick critique. He would send me links of articles to read when he stumbled upon something I might learn from.*

*When I was facing a challenge, I'd check in with him for a little guidance and reassurance that I was doing the right thing. A few times a year, he'd UPS me a book. It was an easy relationship for both of us to keep up with, but I got tremendous benefit from it.*

*The key to success is simply defining the relationship from the beginning. Make it an open dialogue. Ask for what you want and need from your mentor, be willing to compromise, and listen closely to make sure there is agreement. Be sure to clarify your expectations (specifically around things like confidentiality). You don't want there to be any confusion.*

*Lastly, let your mentor know that you see this as an ongoing process. If, at any time, the relationship isn't working for either one of you, the details can and should be reviewed and revised. This doesn't have to be stressful like a contract negotiation. Remember, it's supposed to be a fun, growth experience!*

### **What's In It For Them?**

*You're probably reading all of this thinking, "I get why I should want a mentor. But what's in it for them?" Good question. And the answer is different for everyone.*

*Some mentors simply believe in the person they are helping and want to see him or her succeed, and that alone is worth the time and energy. Others look at mentorship as a way of leaving a legacy. As a mentor, you get to pass your wisdom down to the next generation. You have the power to make a huge difference in your industry, your company and even the world. In truth, some mentors just like the challenge. They like to talk about what they know and their experiences. It's fun when someone looks up to you. It kind of feeds the ego. So there are all kinds of reasons mentors do what they do. It's a win-win situation.*

## Related Slides.... email me if you want them!



### Seek Out Your Mentors and Those That You Want to Train With!



### Time.... the only non-elastic variable



- The first three things on your to do list have to be about research!
- Partitioning time!
- Make use of all your resources!
- Quality time for those that count!
- Educate your family.

### Think About Getting Your First Job Now!

- What does it take?
  - Papers
  - Awards
  - Experience
- What type of job?
  - Academic
    - Run your own lab
    - Lab associate
    - Teaching/Mentoring
  - Industry
    - Start up?
    - Big company?
- Something outside the box?



### Watch the "Nature or Nothing!"



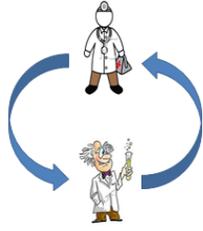
### Watch the "Stick to one project or else"!



### Money?

- Are you competitive for funding?
  - How much do post-docs make?
- Cost of moving?
- Cost of living (rent, child care, healthcare etc)?
- Any other resources?
  - Top ups?
  - Chance for other awards?
  - Can you work part time?
  - Can you get credit?
- Family: who, what, when, where and how
  - (most know the why)

### What Field Should I Go In To?



- Enhance the interplay!
- Protection!
- AFP vs no AFP?
- Family expectations?
- Know your strengths and weakness!
- What excites you most?
- Find your niche!
- What makes you happy?
- **Adopt a craftsman's mindset**

### Take on Challenges!



- Get involved;
  - Teaching!
  - Seminars!
  - Mentoring!
  - Collaborating!
  - Extra-curricular activities!
  - Be a team player!
  - Organize Meetings!
  - Review papers and grants!

“Now that is the kind of person I want  
as a colleague”

### Advantages

- Flexibility
- Changing Medicine
- Creativity
- Many roles
- Providing the best care for your patients.
- **Best Job in the World!**

### My 4 Points for Success

- Work hard!
- Be morally and ethically sound!
- Be nice to people!
- Love what you do (and show it)!