Effective Mentoring

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Objectives

- Mentoring Reflection Tool
- Effective Mentoring
  - Mentor & Mentee Roles
- Communication Styles
- Mentoring Compact
- Individual Development Plan & Individual Academic Plan
- Equity & Inclusion
- Reflection
A goal of most mentoring situations is to enable the mentee to identify and achieve both academic and professional outcomes. Though learning to do disciplinary research is an important academic outcome in research mentoring relationships, there are many outcomes that will influence a mentee’s future career. Mentors should consciously consider and support their mentees to achieve these other outcomes as well.

Mentor & Mentee Roles

- **Mentor Goal**: Promote a mentee’s growth and achievement.
  - Faith in mentee
  - Willingness to embrace diversity
  - Eagerness to continually improve as a mentor
  - Respond to the changing needs of your mentee
  - Celebrate successes
  - Revisit mentoring plans, IDPs, expectations

- **Mentee Goal**: Grow and advance by working with the mentor
  - Fully understand your goals and role/resources
  - Clear communication of your expectations
  - Listen to the expectations of your mentor
  - Be flexible
  - Follow through on tasks and meet deadlines
  - Communicate your changing needs & take ownership
Communication Style Inventory
Maintaining Effective Communication

(7 min) Individually, complete a communication styles test and calculate your score. Think about the way you communicate with your current mentee(s) or mentor(s) when engaging in the activity.

(8 min) In pairs, discuss your results using the following questions:

1. Specifically, to what extent did or didn’t the test validate what you know about yourself?
2. What did you learn?

(10 min) As a group, discuss:

1. In what other situations could you apply this type of assessment?
2. How can you determine your mentee’s communication style?
3. What are strategies for communicating across different styles?
Mentoring Compacts

Reviewing Mentor-Mentee Compacts

1. (5 min) Review sample compact individually and note the things you like and dislike

2. (5 min) As a large group, discuss:
   a. What are your initial thoughts about using a compact?
   b. What are your initial thoughts about the examples provided?

3. (5 min) In pairs, discuss what you would like to include in your compact.

# IDP & IAP’s

## Individualized Academic Plan for [insert year]

**Name:**

**Today’s Date:**

**Your current academic title and rank:**

**Your department:**

**Your mentor’s name:**

## 1. Identify a Vision and Mission for Your Career in Academic Medicine

A **career vision statement** describes what the world looks and feels like as a result of your professional work. A clear, compelling vision can have a magnetic effect, pulling you towards it as you focus on your work.

Your vision statement will answer, **“WHAT do I want to be or be part of creating?”**

**Example vision statement:** “Within the next five years, I will become a respected clinician, conduct cutting-edge research, and develop a reputation as an educator, all to improve the lives and care of people living with chronic diseases.”

**My vision statement:**

A **career mission statement** defines what you will do in order to achieve your vision. Your mission is the reason you work at a particular job or institution; it gives meaning to your work life. Simply put, your mission describes the difference you intend to make in the world through your professional accomplishments.

Your mission statement will answer, **“HOW will I do my part to achieve the vision?”**

**Example mission statement:** “To be successful at the College of Medicine, by publishing papers in respected journals, obtaining funding for research and attending conferences in my field to network and make presentations; by enhancing my clinical skills and expanding my patient base; by seeking opportunities to develop my leadership skills; and by teaching and mentoring trainees.”

**My mission statement:**

*The difference between a mission statement and a vision statement is that a mission statement focuses on your present state while a vision statement focuses on your future.*
Review Mentoring Agreement & IDP/IAP

Provide a progress update on your mentoring experience thus far.

• What is going well?
• Areas for improvement?

Describe how your mentor is helping you effectively meet your goals on your IAP.

• What strategies are being used to assure that your successful?
Diversity, in many dimensions, offers both challenges and opportunities to any relationship. Learning to identify, reflect upon, learn from, and engage with diverse perspectives is essential to fostering effective mentoring relationships and vibrant intellectual environments.
Addressing Equity and Inclusion: Activity

I will read a list of people. Focus on the first image that comes to your mind. Write down 3 words that describe the person you pictured.
Addressing Equity and Inclusion: Activity

Cook
Addressing Equity and Inclusion: Activity

Mountain Climber

Addressing Equity and Inclusion: Activity

Caretaker

Addressing Equity and Inclusion: Activity

Politician

Addressing Equity and Inclusion: Activity

Researcher

Addressing Equity and Inclusion: Activity

Graduate Student

Addressing Equity and Inclusion: Activity

Undergraduate Student

Addressing Equity and Inclusion: Activity

Principal Investigator

Addressing Equity and Inclusion: Activity

Reflect on Unconscious Assumptions

(7 min) As a large group:

1. Share some of the words you noted about each prompt, with special attention given to the undergraduate student.

2. Did your images include mention of gender, race, body shape and size, or age?

3. Was there some uniformity in your images?

Discussion of Ways to Begin a New Mentoring Relationship

Imagine you will begin a new mentoring relationship. As a large group, discuss:

1. Specifically, what steps would you take to prepare for this meeting in next three weeks?
2. What will you do within the first month?
3. What do you think is the most important thing you can do to start this new mentoring relationship off on the right foot?

Reflection

Write down at least one strategy or tool you will adopt from this workshop to support your mentoring relationship and share with the group.