

WIN Committee Mentoring

QUICK GUIDE



SOCIETY OF VASCULAR AND
INTERVENTIONAL NEUROLOGY

WHY MENTOR?

Mentoring relationships are often cited as a key to developing productive careers across many fields, including medicine⁽¹⁾.



CAREER SATISFACTION



INCREASED CONFIDENCE



PERSONAL GRATIFICATION



PROMOTES SELF-AWARENESS
FOCUS AND MUTUAL RESPECT



LEARN FROM THE MENTEE



PAY IT FORWARD

STEPS TO BEING A GOOD...

MENTOR:

- 1. Get to know your mentee**
 - a. Get comfortable with one another so that the relationship can grow. Otherwise, it may remain superficial and not become meaningful
- 2. Develop mutual respect**
 - a. Respect the qualifications of one another and work towards a common goal
- 3. Set expectations and goals**
 - a. Establish meeting frequency, format, etc
 - b. Encourage mentee to come prepared to sessions with a list of discussion topics
- 4. Recognize potential (“academic parenting”)⁽¹⁾**
 - a. Prioritize the mentee’s best interest rather than your own
 - b. Coach, nurture, give strategic advice, keep them “under your wing”
- 5. Advocate for your mentee through supportive/enabling actions**
 - a. Ex: LORs, assist with publications and grants, prepare for key negotiations, introduce to others
- 6. Provide guidance and facilitate decision making vs. serving as an evaluator**

MENTEE:

- 1. Outline what you want out of a mentorship**
 - a. Do some self-reflection to understand where you are right now as well as your strengths and weaknesses. Identify short-term as well as big picture, long-term goals.
- 2. Be open and curious**
 - a. Have a growth mindset and positive outlook. Remain humble and remember that goals can change overtime. Become comfortable receiving constructive feedback
- 3. Prepare for meetings**
 - a. Be proactive and take initiative (setting meeting times, clear agendas, etc). Define your goals and what you’d like to accomplish at each meeting. Take notes and record progress
- 4. Drive the relationship**
 - a. Maintain contact, stay focused and solicit feedback
- 5. Show gratitude and respect**
 - a. Show appreciation and be respectful of your mentor’s time. Allow for rescheduling if your mentor is busy. Respond to them promptly. Be sure you both agree on communication procedures including channels and availability

Resources/References:

1. Jackson, Vicki A. MD, MPH; Palepu, Anita MD, MPH; Szalacha, Laura PhD; Caswell, Cheryl MBA; Carr, Phyllis L. MD; Inui, Thomas ScM, MD. “Having the Right Chemistry”: A Qualitative Study of Mentoring in Academic Medicine. *Acad Med* 78(3):p 328-334, March 2003.
2. Henry-Noel N, Bishop M, Gwede CK, Petkova E, Szumacher E. Mentorship in Medicine and Other Health Professions. *J Cancer Educ.* 2019;34(4):629-637. doi:10.1007/s13187-018-1360-6
3. Straus SE, Johnson MO, Marquez C, Feldman MD. Characteristics of successful and failed mentoring relationships: a qualitative study across two academic health centers. *Acad Med.* 2013 Jan;88(1):82-9. doi: 10.1097/ACM.0b013e31827647a0. PMID: 23165266; PMCID: PMC3665769.



AS A MENTOR, WHAT DOES YOUR FIRST MEETING LOOK LIKE?

- Focus on interpersonal relationship building
- Be friendly, welcoming, reassuring and encouraging
- Describe why you are investing this time as a mentor
- Discuss the confidential basis of the mentoring relationship
- Ask about their experiences
- Share something from your personal early experiences
- Encourage your mentee to ask questions
- Discuss long term goals and short-term goals
- Remind mentee of his /her responsibilities
- Discuss specific goal of the next meeting/homework
- Discuss location/mutual time for follow up session



SUBSEQUENT MEETINGS

1. Check in
 - a. Create some time for informal conversation
2. Pick a focus for today's meeting
 - a. Before concluding each meeting, discuss what you want to focus on at the next session
3. Review any actions from last session
4. Explore any challenges within the topic
5. Create a plan and brainstorm solutions
6. Reflect on progress
 - a. What are some learning points, feedback or wins
7. Create a list of actions for next session
8. Book next session



CHARACTERISTICS OF SUCCESSFUL AND LESS SUCCESSFUL MENTORS



SUCCESSFUL

LESS SUCCESSFUL

Altruism

Poor communicator

Lack of and/or inability to listen

Honesty

Lack of commitment or interest

Trustworthy

Selfishness

*Taking advantage of the mentee
(ie taking credit for their work)*

Active listener

*Engaged, focused, ask mentee to clarify
any confusion, facilitate goal setting*

Mentor's and mentee's goals are incongruent

Accessible and responsive

Perceived (or real) competition

Lack of clarity on intellectual property

**Able to both identify and support the development
of the mentee's strengths and skills**

Conflict of interest

*The mentor should not be dependent on
the mentee for their own research*

Provide career guidance, emotional support

*Warn of pitfalls. Help lead the mentee find the solution
to their problem rather than solve it for them.*

Do not force the mentee down a particular path