

Mentoring 101

Finding and Becoming a Mentor

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What is a Mentor?

An experienced and trusted person who gives another person advice and help, especially related to work or school, over a period of time

*Cambridge
Online Dictionary*

A mentor is someone who allows you to see the hope inside yourself. A mentor is someone who allows you to know that no matter how dark the night, in the morning joy will come. A mentor is someone who allows you to see the higher part of yourself when sometimes it becomes hidden to your own view.

Oprah Winfrey



Fact: Mentoring Matters!

Benefits of Being Mentored

- Understand the culture & expectations of your institution and discipline
- Learn to accept feedback & get guidance on how to build on your strengths and overcome weaknesses
- Build self-confidence – fight imposter syndrome
- Gain access to a professional network

Benefits of Mentoring Others

- Giving back to the organization, the discipline and the mentee
- Its very satisfying - increasing your sense of self-worth and can really energize your career
- Done well, improves your listening skills



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Quiz: Who Mentors Whom?

- Senior colleagues mentor junior colleagues in their institution?
- Senior colleagues mentor junior colleagues in their discipline?
- Faculty mentor students?
- Senior students mentor more junior students?
- Peers mentor each other?



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How to Find a Mentor

- Sometimes mentors are formally assigned
- Sometimes mentoring relationships develop “organically”
- Formal mentoring programs
- Ask a respected contact if they will be a mentor
- Stay on the lookout & stay in touch!



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Mentoring Tips

- Make time for the mentee according to their need
 - weekly for grad students, regular lunches/coffees with junior colleagues
- Give relevant advice
 - Students – career options, skill building, time management
 - Junior colleagues – professional development, work-life balance
- Provide encouragement
 - Empathize with setbacks, strategize, & praise success
- Increase opportunities when possible
 - Increase mentee's network, recommend opportunities



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Avoid Mentoring Pitfalls

- Don't dictate - instead of listening & encouraging
- Don't try to make your mentee just like yourself
- Don't "over mentor" - professional mentor/mentee relationships are not friendships in spite of being trusting and close relationships
- Don't allow the mentee to take advantage of you – e.g., demanding too much time or support beyond mentoring
- Don't take advantage of mentees – e.g., don't let them do favors or work for you



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Some Final Mentoring Advice

- Have multiple mentors – formal & informal
- Don't be afraid to ask someone to be a mentor, but understand if they decline
- Don't expect your mentor to solve your problems
- Don't betray a mentee's trust
- Don't overcommit to too many mentees
- Don't believe that you've outgrown the need for a mentor
- Thank your mentors and let them know how valuable they have been to you



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Mentoring Resources

- National Academy of Sciences resources
 - <https://www.nap.edu/read/5789/chapter/1>
 - http://sites.nationalacademies.org/PGA/FordFellowships/PGA_049594
- National Center for Women & Information Technology Resources
 - <https://www.ncwit.org/resources/mentoring-box-technical-women-work>
 - <https://www.ncwit.org/resources/mentoring-box-women-faculty-computing>
 - <https://www.ncwit.org/newsletters/mentoring-take-your-influence-next-level>



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Let's Hear Your Mentoring Questions & Advice!



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