Making the Most of Mentoring for Career Success
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Disclosures
• I have no relevant financial relationships to disclose or conflicts of interest to resolve
• This presentation will not involve discussion of unapproved or off-label, experimental or investigational use

Small Group Introductions
• Name, role, division
• How do you define the term, “mentor?”
• What is your greatest struggle or need in your role as a mentee?
• What are you MOST interested in learning today?

Objectives
• Define the concept of mentee-driven relationships
• Describe methods to make the most of your mentoring relationship
• Discuss the concept of a mentoring network and its benefits

Mentee driven

Please Mentor Me!
Managing Up = Taking Initiative

- Recruit a mentor
- Plan meetings
- Set the agenda!
- Ask questions
- Listen actively
- Complete assignments
- Provide updates
- Request feedback
- “Thank you”

Self-Assessment

The preparation

What Drives Me?
- What is my mission?
- What do I hope to achieve?
- How do I define success?

What Are My Professional Goals?

Short term (1-5 years)
- Promotion to Associate Professor

Intermediate (5-10 years)
- Obtain funding to investigate risk factors for and effective interventions to combat physician burnout

Long term (> 10 years)
- Serve on a national committee that generates policy and guidelines for fertility preservation in oncology patients
What Are My Personal Goals?

- Family
- Finances
- Hobbies
- Physical health

What are my strengths and challenges?

- Personality traits
- Networking
- Family obligations
- Technical skills
- Writing abilities
- Institutional resources

What is my work style?

What helps me work effectively?

What makes work challenging?

What qualities do I value in a mentor?

- Ability to see the big picture
  - Keep things in perspective
- Tough but encouraging
  - Realistic time lines
- Well connected → sponsorship
- Keeps in mind my personal well being

Self Assessment

What drives me?
What are my goals?
My strengths and weaknesses?
How do I work best?
What are my mentoring needs?

Creating Your Mentoring Network

Carey EC, Weissman DE. J Palliative Med. 2010
A Mentoring Relationship To Avoid

"I don't have time to write performance reviews, so I'll just criticize you in public from time to time."

Portfolio of Mentoring Options

- Mentoring formats
  - Traditional dyadic
  - Peer group
- Mentoring programs
  - Formal versus informal
  - Internal versus external
    - Your institution
    - Your discipline

Functional Mentoring Dyad

- Curriculum and programmatic development
- Educational research
- Career development

Peer Mentoring Group

- Select a small group of peers
- Committed to group
- Accountable to each other
- Focused on the activity
- Set ground rules
  - Structure of meetings
  - Confidentiality
- Ensure meetings occur
- Celebrate success!

The Ideal Mentor

- Advisor
- Advocate
- Committed
- Available
- Coach
- Confidant
- Role model
- Provides opportunities
- Primary goal is YOUR success

Can one person wear all of these hats?

Tobin MJ. Am J Respir Crit Care Med. 2004
Creating your mentoring network

- Inventory your mentors, mentees, and professional colleagues
  - Include current and potentially helpful mentors and colleagues
    - Within your institution
    - Outside your institution
  - Indicate their relationship to you as senior, peer, or junior
  - Link people to current projects

Will You Be My Mentor?

Importance of clarifying expectations and needs

Seek out mentorship

- Identify your mentorship needs
  - Utilize peer and functional mentoring
- Seek internal and external mentors
  - Women in Science and Medicine at Pitt
- Additional mentorship opportunities
  - AAP
  - PAS speed mentoring sessions
  - Pediatric specialty organizations

Clarify Expectations

- What are you looking for?
- Amount of time you request
- Frequency of meetings
- In person or by phone (local or distant)
- Outcomes you are seeking
- Be receptive to “no”
- Start slow
Local Opportunities
Within your own
• Division
• Department
• Institution
• Committees
  • Identify individuals outside of your usual working sphere

National Opportunities
Examples of Functional Mentoring
• APPD Task Forces
• COMSEP Task Forces
• APA Special Interest Groups
• APA Committees
• AAP Sections
• National Research Networks:
  • LEARN, CORNET, PRIS

Sustaining Relationship
• Value it
• Clear communication
• Set goals and agendas
• Be on time
• Keep commitments
• Follow through on assigned tasks
• Ask for feedback

Summary
- Mentoring is critical for academic success
- Mentees must be ACTIVE in their approach to mentoring relationships
- Understand and clarify your needs and expectations for mentoring
- Your mentoring network should be diverse

Evaluations
• Thank you for your honest and specific feedback!