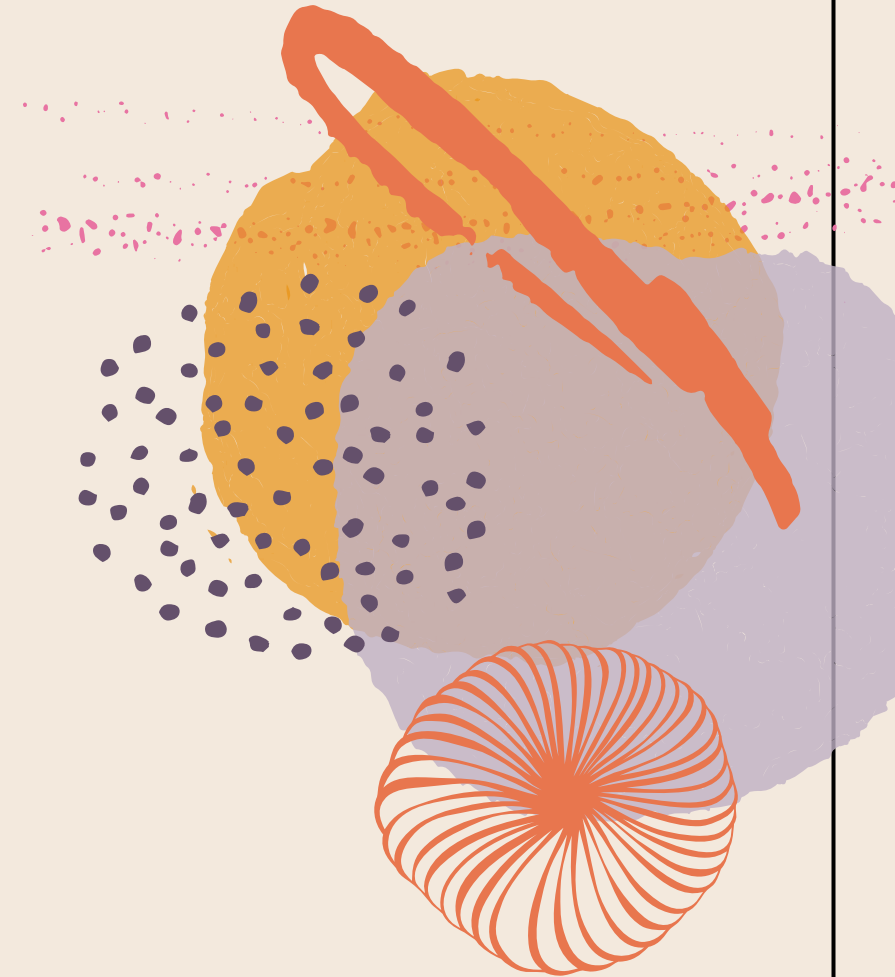
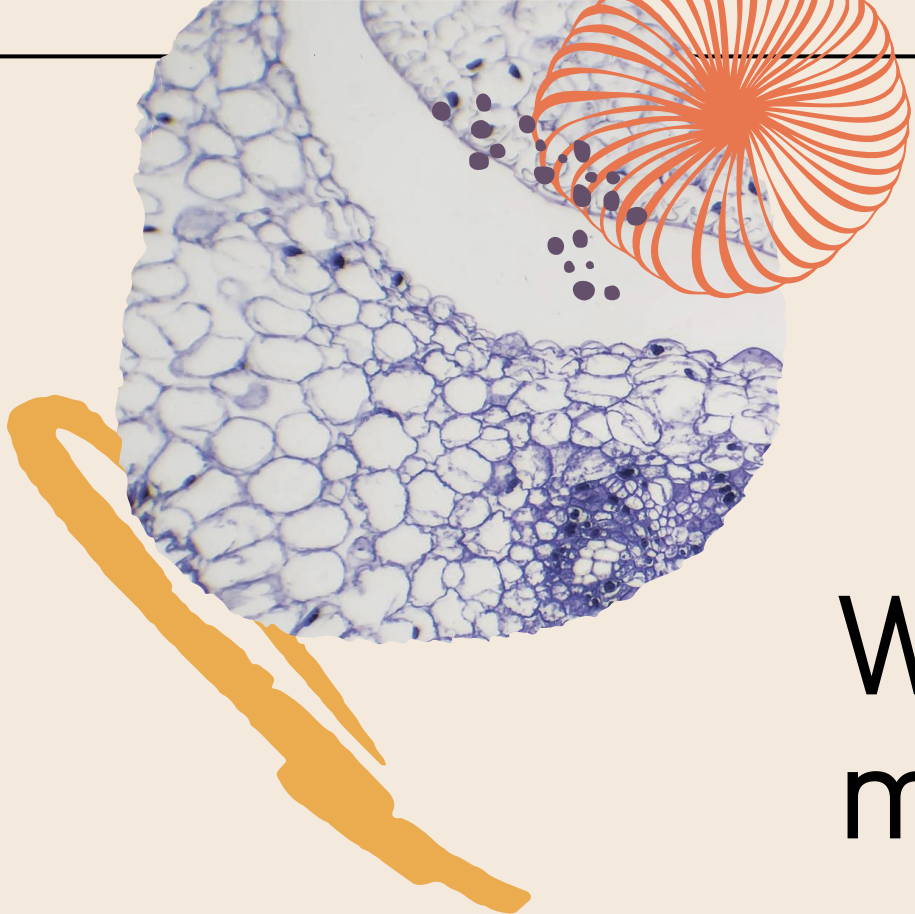


Mentoring Up



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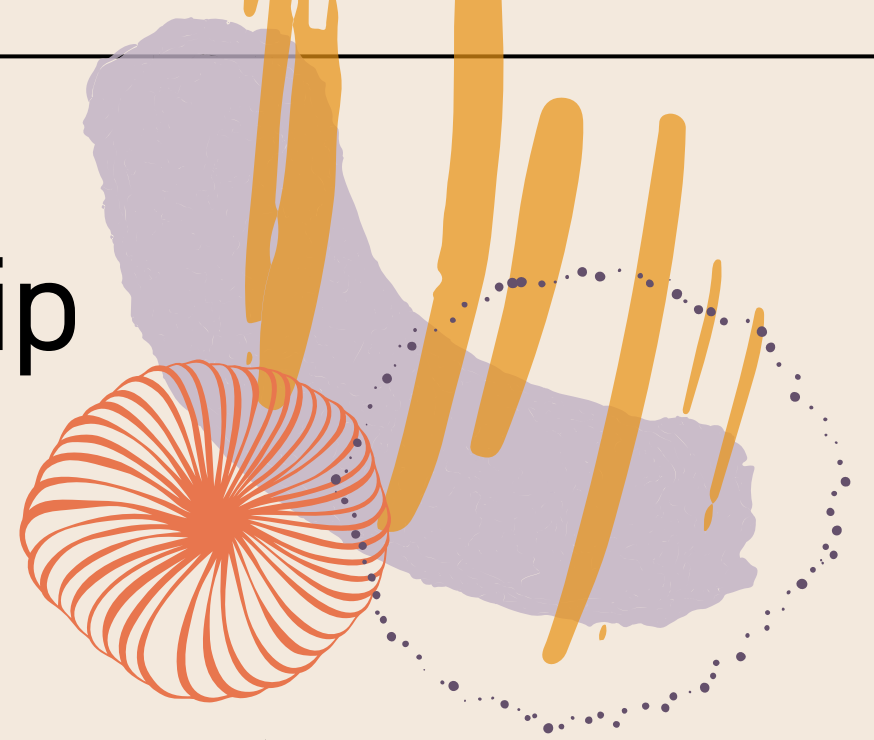
A composite image in the top-left corner. It features a blue-stained microscopic cross-section of plant tissue, showing various cell layers. Overlaid on this is a stylized orange structure with many thin, curved lines radiating from a central point, resembling a flower or a biological cell. Below the tissue is a thick, orange, brush-like stroke.

What does mentoring
mean to you?



Go to www.menti.com

The mentoring relationship



- A **reciprocal** relationship in which one person (the mentor) helps another (the mentee) to articulate their personal and professional goals and assists them in acquiring the resources needed to achieve them.
- *Also: Mutual dependence between fallible persons*

Characteristics of Effective Mentors

(Straus, et al, 2013, Acad Med, 88: 82-89)

Altruistic

Honest/trustworthy

Active listeners

Experienced in mentoring

Professional experience & networks

Accessible

Able to identify mentees' strengths & weaknesses



Characteristics of Effective Mentees

(Straus, et al, 2013, Acad Med, 88: 82-89)

Open to feedback

Active listeners

Responsible

Take responsibility for driving the relationship

Pay attention to timelines

Respectful of mentor

Prepared for meetings

Recognize other demands on mentor's time



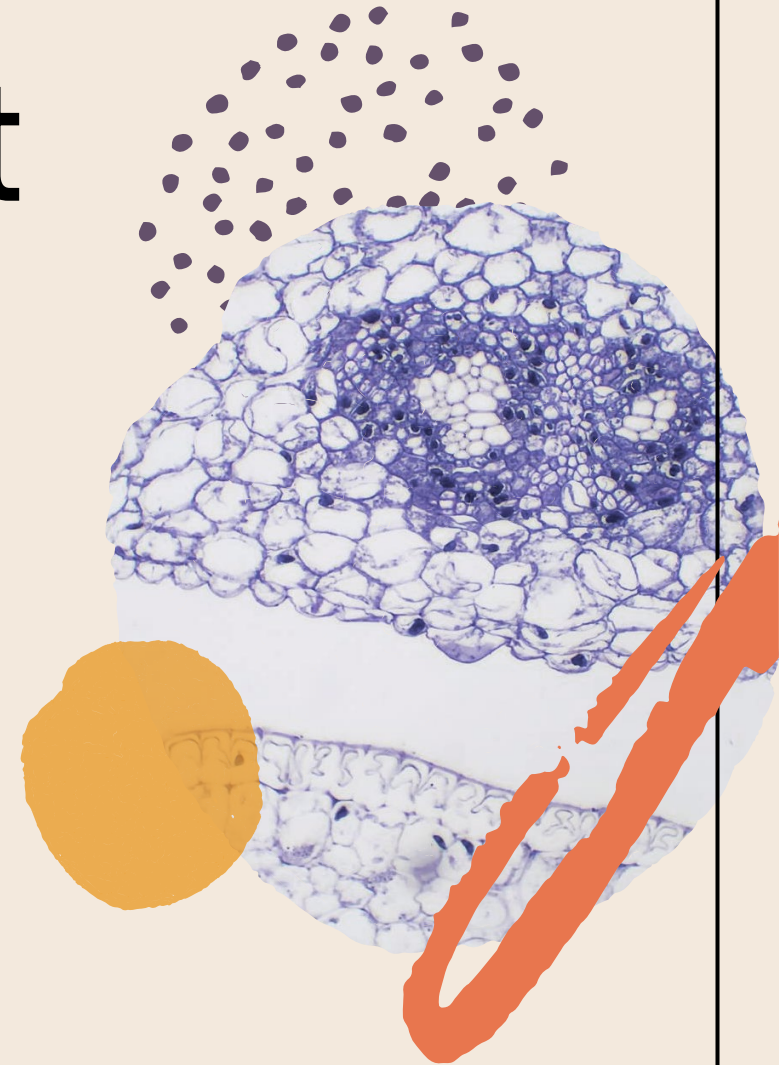
What mentoring is not

Mentor \neq advisor

Mentor \neq coach

Mentor \neq sage

Mentor \neq boss



Articulating expectations

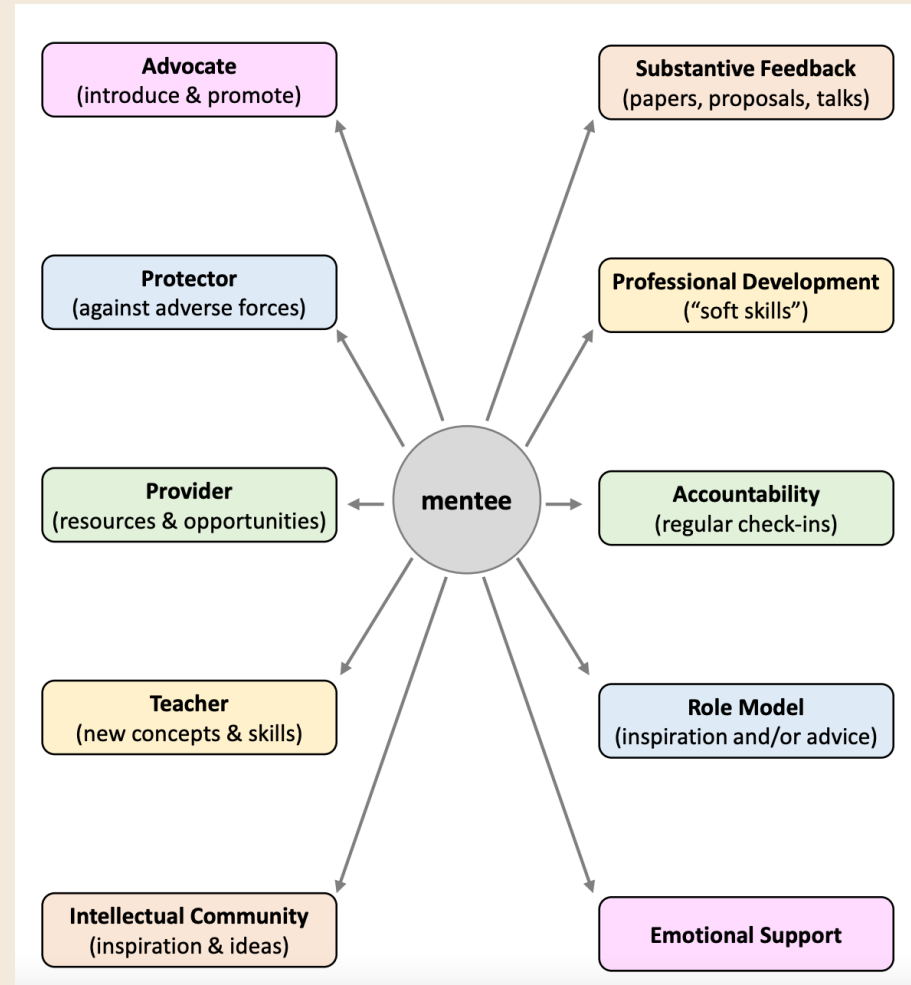
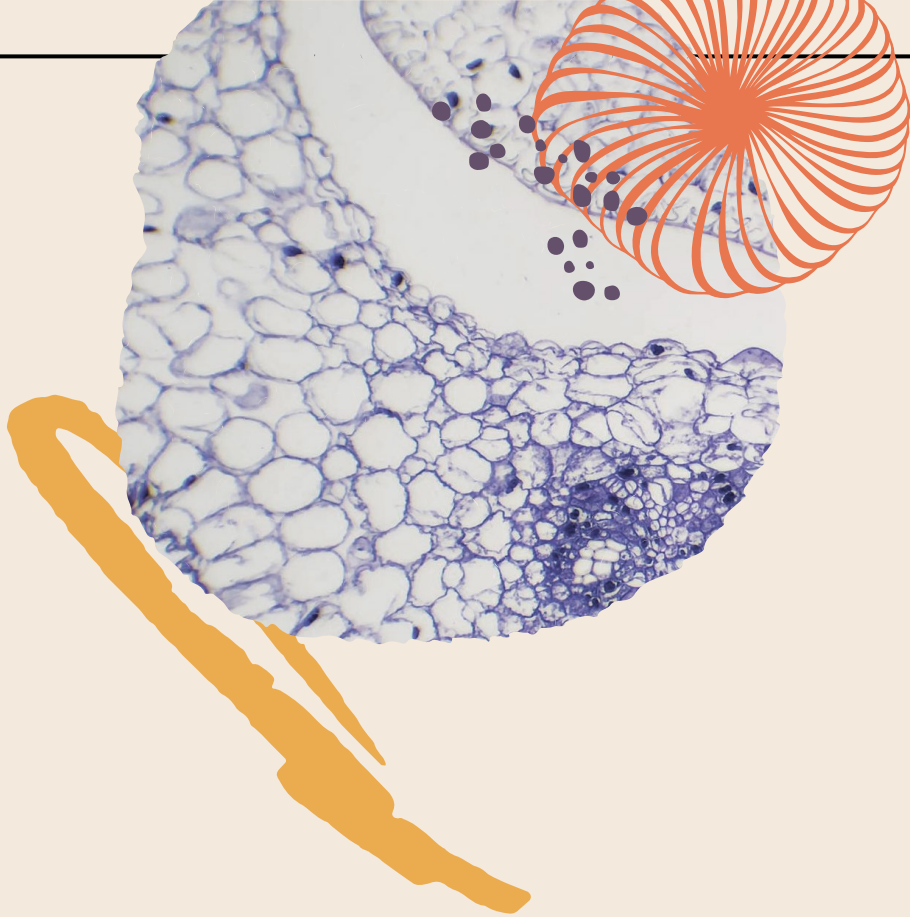
1. What exactly am I looking for (expecting) from this mentoring relationship (long-term and in the next few months)?
2. What do I expect from my mentors and what do they expect from me?
3. How do my mentors know what I am expecting or looking for?
4. Have we explicitly discussed these questions? If not, why not?



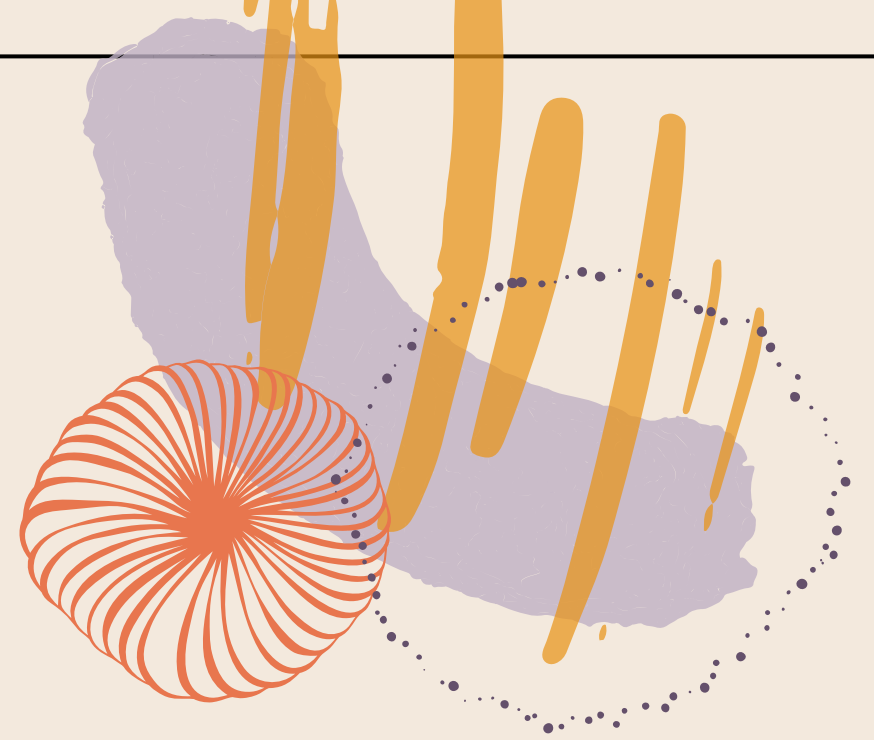


Activity time: Identifying and prioritizing your needs

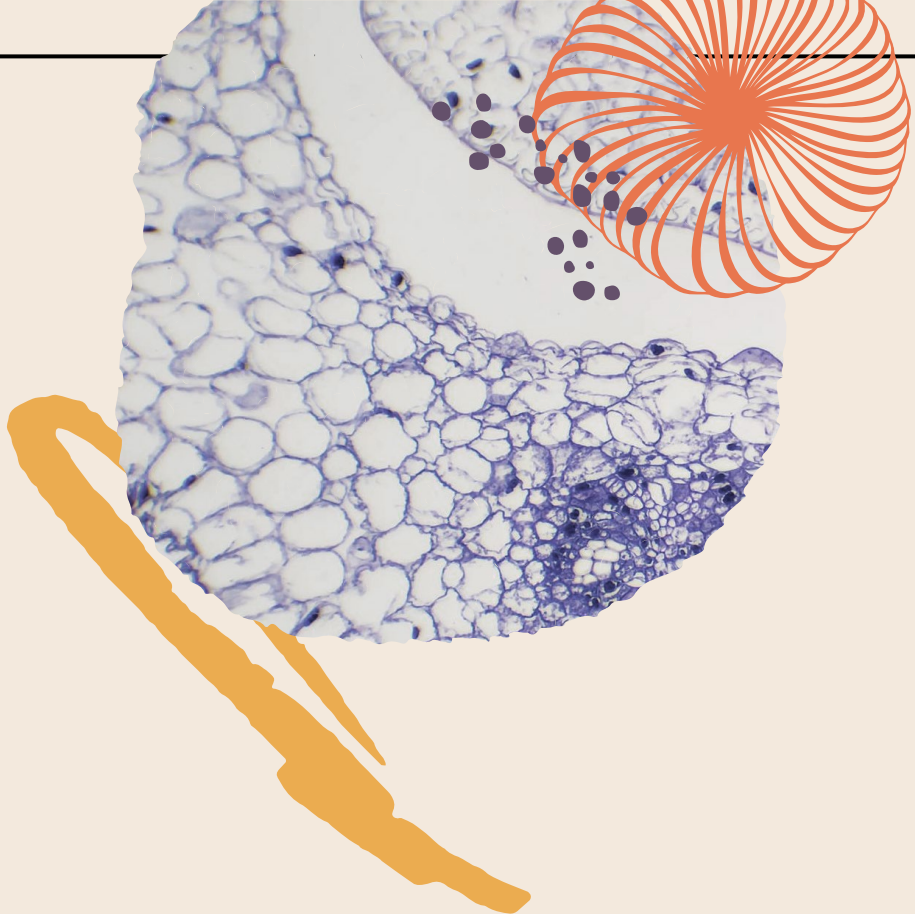
Create a mentor map



Mentoring Up



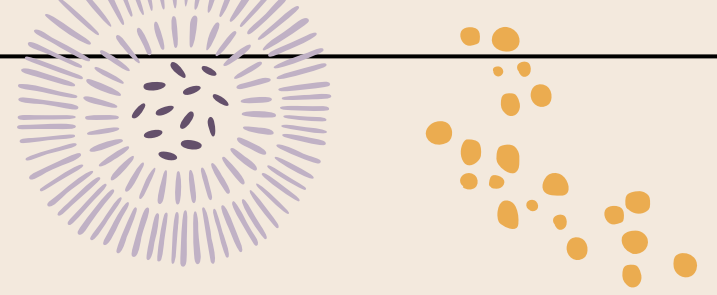
“Mentoring up is “the mentee’s proactive engagement in the mentor–mentee relationship, so that both parties mutually benefit from the relationship and move forward towards an agreed-upon purpose or vision.” (Lee, S., McGee, R., Pfund,C., and Branchaw, J. 2015).”

A composite graphic on the left side of the slide. It features a blue-tinted microscopic image of plant tissue, showing a grid of cells. Overlaid on this is a red, spiral-shaped graphic resembling a nautilus shell. A thick, yellow, brushstroke-like shape is positioned below the microscopic image, extending from the left edge towards the center.

Important points to consider

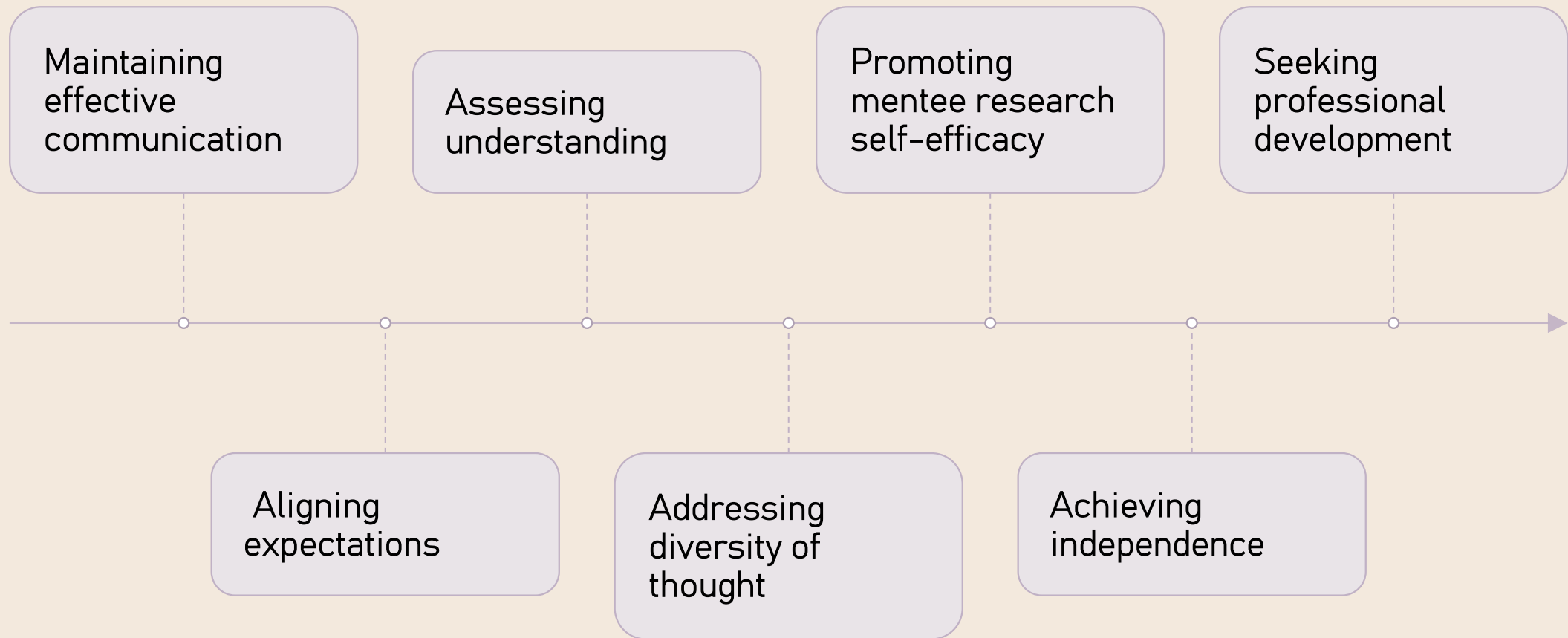
For both the mentor and mentee

- Strengths
- Weaknesses
- Communication style
- Conflict resolution style
- Work preference
- Goals



- Lee SP, Mcgee R, Pfund C, and Branchaw J. 2015. "Mentoring up": learning to manage your mentoring relationships. In From graduate school to tenure. Ed Glenn Wright. Syracuse University: the Graduate School press.

Core principles for a successful mentoring relationship



Lee SP, Mcgee R, Pfund C, and Branchaw J. 2015. "Mentoring up": learning to manage your mentoring relationships. In From graduate school to tenure. Ed Glenn Wright. Syracuse University: the Graduate School press.

Maintaining effective communication

Assessing understanding

Promoting mentee research self-efficacy

Aligning expectations

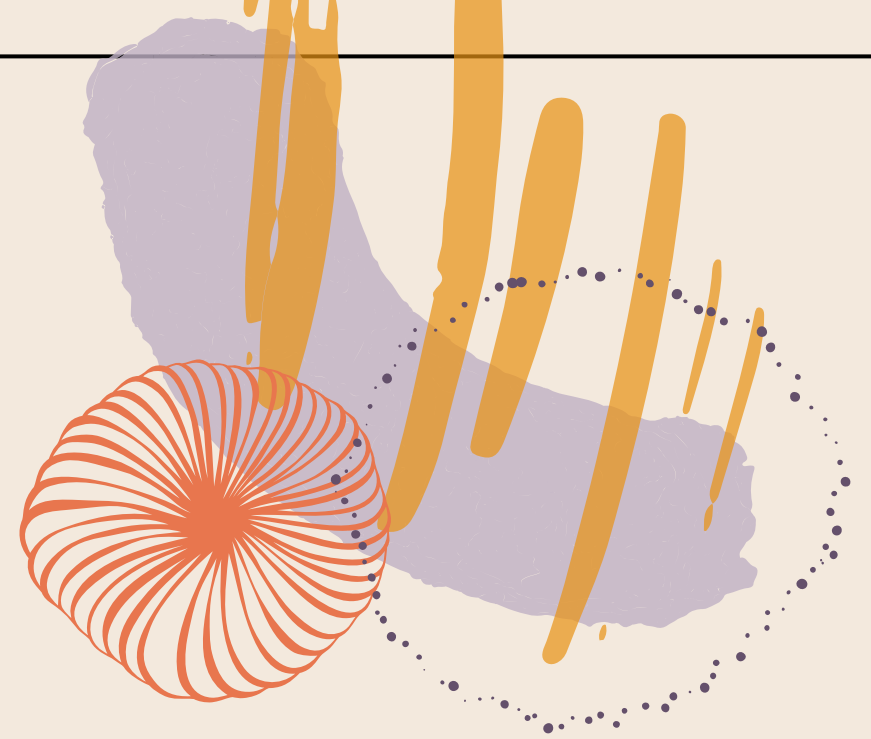
Addressing diversity of thought

Achieving independence



Maintaining effective communication

- Determine your mentor's preferred medium of communication (face-to-face, phone, or email) and acknowledge if it differs from your own personal preference.
- Schedule a regular time to meet or check in with your mentor.
- Keep track and share progress toward project and professional goals, both verbally and in writing.
- Identify challenges and request your mentor's advice/intervention when appropriate.
- Prepare for meetings with your mentor by articulating specifically what you want to get out of the meeting and how you will follow up after the meeting.



Workshop: Relationship strategies
February 11 1:30 – 4:30 pm
<https://calendar.hr.ufl.edu/event/relationship-strategies-3/>

Aligning expectations

- We all have assumptions and biases (explicit and implicit) about ourselves and others

Examples:

What is my/your role as a mentor/mentee?

What are my responsibilities as a mentor/mentee?

The mentoring relationship should be...

How often will you meet?

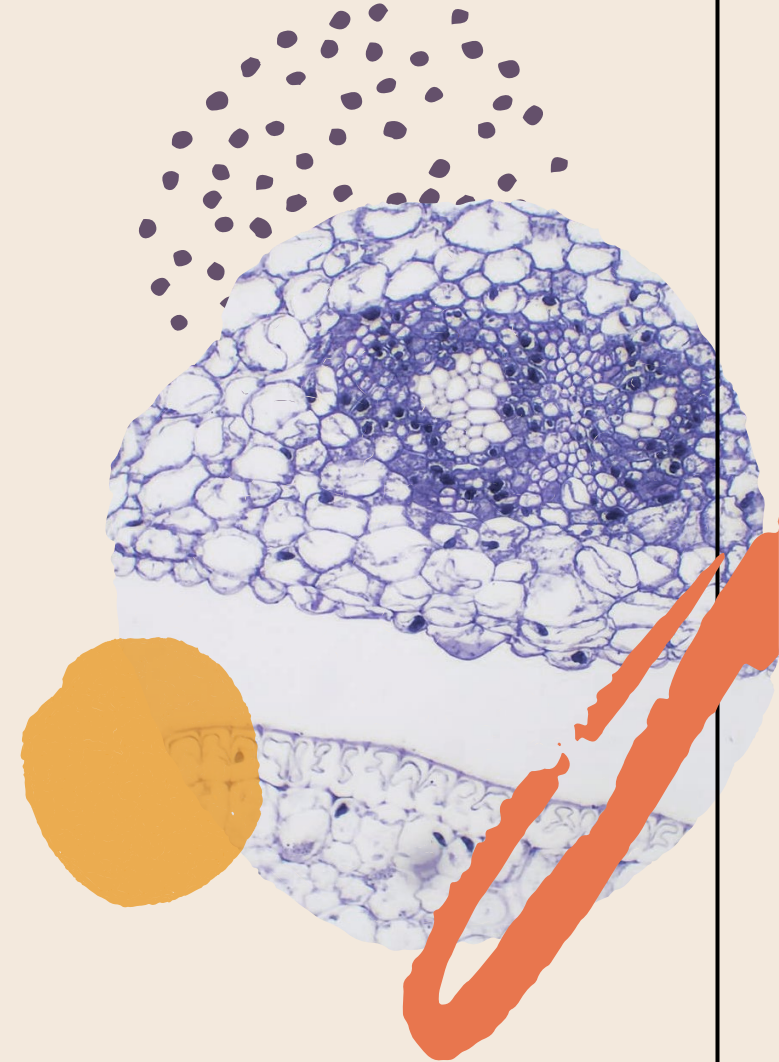
Who will be responsible for scheduling the meetings?

If problems arise, how they will be resolved



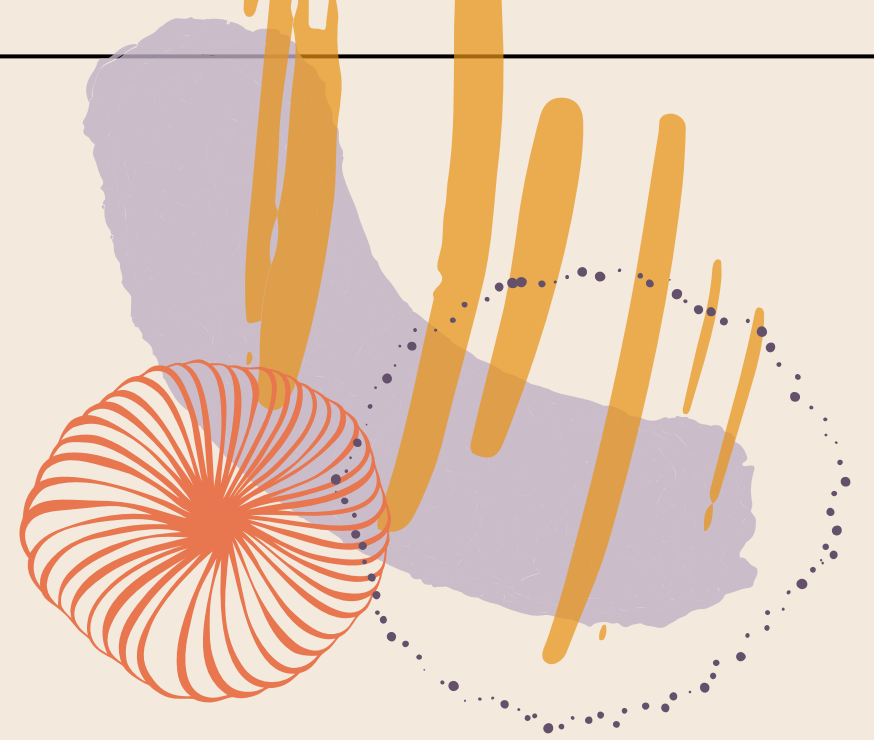
Aligning expectations

- Ask your mentor for his or her expectations regarding
 - mentees at your stage of career generally.
 - you as an individual scholar.
 - the research project.
- Share your expectations regarding
 - your career as a scholar and professional.
 - the research project.
- Ask others in the research group, who know your mentor better, about the mentor's explicit and implicit expectations.
- Write down the expectations you agree to and revisit them often with your mentor. Use a mentor-mentee contract to formalize the expectations.



Getting started: tools

- Mentoring compact
 - [AAMC example](#)
- Individual development plan
 - [UF, myIDP](#)



Questions?

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M-108

