After-Hours Session: Developing and Optimizing Your Mentor Relationships

NIH Virtual Seminar

Thursday, November 4, 2021

Session Overview

❑Impact of Mentorship Relationships

❑Panel Discussion on Developing and Optimizing Mentor Relationships

❑Sharing Resources on Finding a Mentoring and Cultivating Mentor Relationships

Moderator and Panelists

- Rosalina Bray, MSc, CEP, NIH Extramural Staff Training Officer, Office of Extramural Research
- Alison Gammie, Ph.D., Director, Training, Workforce Development and Diversity, NIH National Institute of General Medical Sciences
- Nicole Redmond, MD, PhD, MPH, Program Officer, NIH National Heart, Lung, and Blood Institute
- Fatima Sanchezieto, PhD., Assistant Researcher, National Research Mentoring Network

Data on Career Success with a Mentor/Mentor Network

- Of those with a mentor, 97% say they are valuable – National Mentoring Day.org

- 89% of those who have been mentored will also go on to mentor others - McCarthyMentoring.com

- Mentees are promoted 5 times more often than those without mentors - Forbes.com

- 87% of mentors and mentees feel empowered by their mentoring relationships and have developed greater confidence - Women-ahead.org

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Mentor Resource from Teach.com

How to Find a Life-Changing Mentor

A **mentor** is a person who can support, counsel and guide someone with less experience.

Proven Benefits of Having a Mentor

Common Mentoring Styles

Learn what style of mentoring will be most beneficial to your situation.
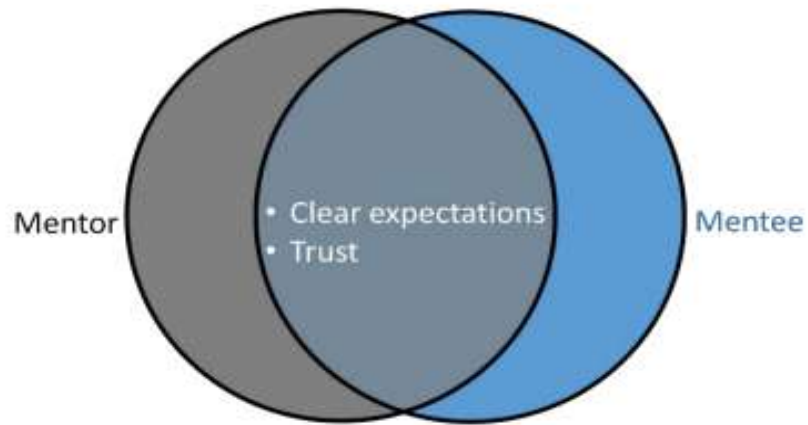
7 Places to Find a Mentor

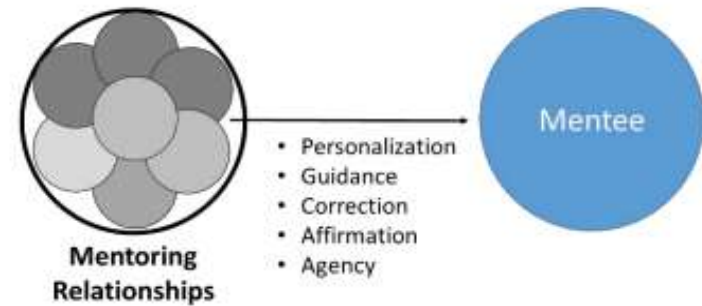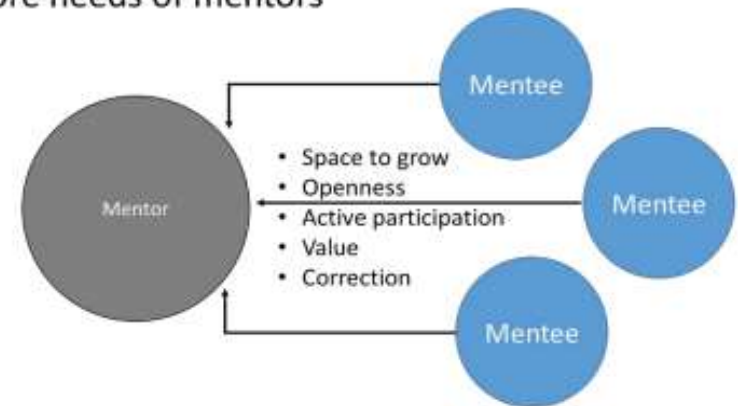**TEACH.COM** POWERED BY 2U

Full post can be found at:
https://teach.com/resources/teaching-mentor

https://teach.com/resources/teaching-mentor/

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Needs of Mentees and Mentors

A Shared needs of mentees and mentors

Mentor

Mentee

- Clear expectations
- Trust

B Core needs of mentees

Mentoring Relationships

Mentee

- Personalization
- Guidance
- Correction
- Affirmation
- Agency

C Core needs of mentors

Mentor

Mentee

Mentee

Mentee

- Space to grow
- Openness
- Active participation
- Value
- Correction

Source: Montgomery & Page (2019). Mentoring beyond Hierarchies: Multi Mentor Systems and Models, Duke University. Commissioned by National Academies of Sciences Engineering Medicine

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Panel Discussion Topics

I. Importance of having a mentor or mentor network for career/professional success
II. Beneficial Mentoring Relationships
III. Finding and Approaching a potential mentor(s) to support your goals, aspirations, and interests
IV. Nurturing mentor relationships
V. Resources on Mentors and Mentorship

Panel Discussion

Resources

Finding a Mentor for Your Career in Science

Using NIH RePORTER

Dr. Nicole Redmond, MD, PhD

http://reporter.nih.gov/

NIH's Research Portfolio Online Reporting Tools (RePORT): RePORTER & Matchmaker

Matchmaker allows you to enter manuscript abstracts, research bios, or other scientific text, and retrieve a list of similar projects from the RePORTER database. After you submit your text (up to 15,000 characters in length), Matchmaker will analyze it for key terms and concepts, then pull up the top 100 most-similar NIH-funded projects, ranked by match score.

http://reporter.nih.gov

NIH's Research Portfolio Online Reporting Tools (RePORT): Matchmaker Results

Resources:
YouTube, Podcasts, eBooks, & Toolkits

- **Developing & Optimizing Your Mentoring Relationship**
  - 2020 NIH Virtual Seminar, Nicole Redmond, MD, PhD, MPH, FACP - Developing & Optimizing Your Mentoring Relationships – YouTube

- **International Mentoring Group (I-mentoring) eBooks**
  - https://mentoringgroup.com/books/skills-for-sucessful-mentoring.pdf
  - https://mentoringgroup.com/books/mentees-guide.pdf
  - https://mentoringgroup.com/books/the-mentors-guide.pdf

- **National Research Mentoring Network**
  - NRMN Internet Website at NRMN.NET

- **The Science of Effective Mentoring in STEMM**
  - The National Academies of Sciences Engineering Medicine Podcast

- **Syracuse Advance Mentoring Toolkit**
  - Syracuse Advance Mentoring Toolkit

Thank you for joining our After-Hours Session