Mentorship

Key to a career success of a young scientists/Admin

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Mentorship?

- Definition
- Why/Role of mentorship
- Qualities of a good mentor
- Coaching Vs Mentorship
- Xterics of good mentorship programme

Definition

- **Mentorship**

It is a personal developmental relationship in which a more experienced or more knowledgeable person

Helps/guides a less experienced or less knowledgeable person.

- The Person giving this guidance is a **Mentor**

- The person in receipt of **mentorship** may – **Mentee/apprentice**

- **Teach, Coach, Counsel and Encourage**

Why Scientific Mentorship

- **Mentorship**
- Mentorship provides the student with ***guidance by an established investigator in:***
- Applying scientific principles
- Developing an experimental design and ;
- Conducting research with integrity.

Role of Scientific Mentorship

- A mentor provides opportunities for networking and collaboration.
- Mentors balance positive reinforcement and encouragement with a healthy dose of constructive criticism and scientific skepticism when discussing data.
- A mentor makes informal appraisal and monitor the growth of the
- mentee in critical thinking and research skill building.

Qualities -1

A good mentor

i. exemplifies what the young researcher wants to do

ii. Aligns his interest with that of the mentee.

iii. Will also offer perspective on professional development

iv.The research-funding process

Qualities-2 (Finding a Mentor)

An ideal mentor should

- ***have "pull"*** i.e. He/she is well established
- credible in their field
- take a personal interest in the junior researcher's skills and professional development.
- Search for information on your potential mentor (research area, funding etc.) and

- use info to decide if he can provide the path you wish to travel

Coaching versus Mentoring

Mentoring

- Formal; the line manager is not the mentor but informally may choose to do
- –Professional development-focused
- Interest of the mentor is personal to provide professional support
- Relationship may be initiated by Mentee

Coaching

Coaching may be informal

Relationship crosses job boundaries

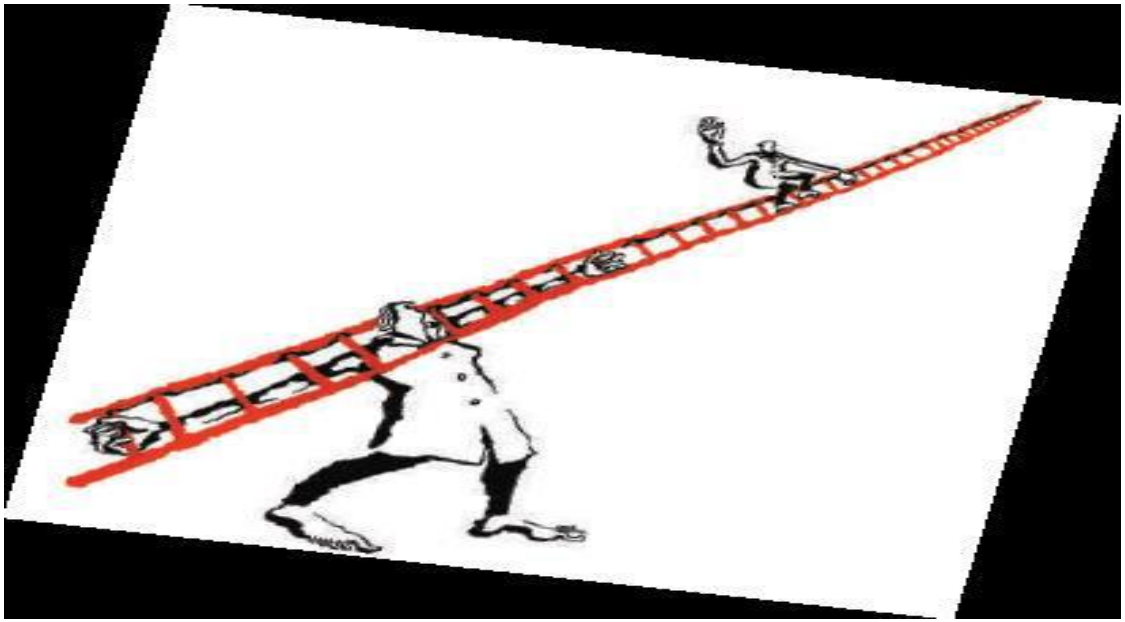
Mentee- what you should know

Self-marketing in approaching a Mentor-be concise (elevator talks)

- Learn the ability to describe your own research within 5 minutes:
- be proactive and be honest to describe
- Who you are
- What you do
- What you have achieved in the context of the field
- Where your work can lead to
- Show excitement, confidence and enthusiasm about your work and
- what you want to do for the future:
- -Showcase your hard work by highlighting your accomplishment in context
- -Engage the potential mentor for guidance

Components of a Good Scientific Mentoring Program/scheme

1. **F**ocuses on helping ***to build the mentee's career*** –a natural consequence to support for life.



What Constitutes a Good Scientific Mentoring

2. Personal characteristics

- Passion, enthusiasm and positivity /
- Appreciate individual differences -
- Respect -
- Treat all with high regard in order to inspire confidence

What Constitute Good Scientific Mentoring

Unselfishness

Share your own ideas and show delight in seeing others succeed-no intellectual jealousy

- Do not use your mentees to promote your own scientific standing

What Constitute Good Scientific Mentoring

3. **Teaching and Communication**

- A mentor should learn to be an exemplary teacher
- Learn to communicate to diverse audience
- Train your students to communicate

What Constitute Good Scientific Mentoring

Mentees should make use of scientific conferences

- Ideal venues to develop confidence in presentation skills, for educational and professional growth and networking.
- Research the speakers and conference topics to allow you

participate constructively

- Attend conferences with the mindset to learn, not just to present.
- Do not be a ‘social butterfly’: Focus on particular people

What Constitute Good Scientific Mentoring

Further on.....

your strategic development

- Decide on ***what You believe you should do*** and seek support to do it

Further your own agenda rather than changing your agenda to fit the funding opportunities

- Clearly play to ***your strengths*** and avoid trying to compete where you are weak
- Ensure your science ***REALLY MATTERS***:

"Trivial problems may be just as hard to solve as important ones; therefore always work on important problems"

Further reading…..

Nature's Guide for Mentors) ***Nature Vol. 447:791-797; June 2007***

Thank You


Motivate
Lead By Example
Inspire
Mentor
Coach
Vision
Teamwork
Win