

WEBVTT

NOTE duration:"00:37:13.3210000"

NOTE language:en-us

NOTE Confidence: 0.86285012960434

00:00:03.500 --> 00:00:05.255 Good afternoon, I'm Sam ball

NOTE Confidence: 0.86285012960434

00:00:05.255 --> 00:00:07.580 from the office of academic and

NOTE Confidence: 0.86285012960434

00:00:07.580 --> 00:00:10.090 professional development and I'll be

NOTE Confidence: 0.86285012960434

00:00:10.090 --> 00:00:12.098 facilitating this presentation welcome.

NOTE Confidence: 0.86285012960434

00:00:12.100 --> 00:00:14.948 I'm glad so many could join my objectives

NOTE Confidence: 0.86285012960434

00:00:14.948 --> 00:00:17.905 for this seminar to provide an overview

NOTE Confidence: 0.86285012960434

00:00:17.905 --> 00:00:20.638 of some of the characteristics of

NOTE Confidence: 0.86285012960434

00:00:20.638 --> 00:00:23.542 effective mentoring and the roles and

NOTE Confidence: 0.86285012960434

00:00:23.542 --> 00:00:25.862 responsibilities of mentors and mentee's.

NOTE Confidence: 0.86285012960434

00:00:25.862 --> 00:00:28.448 And I'll also briefly touch on

NOTE Confidence: 0.86285012960434

00:00:28.448 --> 00:00:31.515 some of our offices plans and the

NOTE Confidence: 0.86285012960434

00:00:31.515 --> 00:00:34.050 resources we hope to roll out.

NOTE Confidence: 0.86285012960434

00:00:34.050 --> 00:00:37.315 In 2021 to support departmental

NOTE Confidence: 0.86285012960434

00:00:37.315 --> 00:00:39.927 leadership in their implementation

NOTE Confidence: 0.86285012960434

00:00:39.927 --> 00:00:43.807 of Department based mentoring plans.

NOTE Confidence: 0.86285012960434

00:00:43.810 --> 00:00:46.762 Just to start off and say that there are

NOTE Confidence: 0.86285012960434

00:00:46.762 --> 00:00:49.320 many ways to get mentoring and range

NOTE Confidence: 0.86285012960434

00:00:49.320 --> 00:00:52.643 of people who can be helpful to your

NOTE Confidence: 0.86285012960434

00:00:52.643 --> 00:00:54.913 career development as junior faculty.

NOTE Confidence: 0.86285012960434

00:00:54.920 --> 00:00:56.078 In my presentation,

NOTE Confidence: 0.86285012960434

00:00:56.078 --> 00:00:58.780 I will focus on the more traditional

NOTE Confidence: 0.86285012960434

00:00:58.850 --> 00:01:01.938 format of mentoring as a one to one

NOTE Confidence: 0.86285012960434

00:01:01.938 --> 00:01:03.860 relationship between a more senior

NOTE Confidence: 0.86285012960434

00:01:03.860 --> 00:01:06.020 and a more junior faculty member.

NOTE Confidence: 0.86285012960434

00:01:06.020 --> 00:01:08.580 But I don't in any way mean to

NOTE Confidence: 0.86285012960434

00:01:08.580 --> 00:01:11.000 diminish these other mentoring formats.

NOTE Confidence: 0.86285012960434

00:01:11.000 --> 00:01:12.920 And as I'll emphasize later,

NOTE Confidence: 0.86285012960434

00:01:12.920 --> 00:01:14.855 you should be thinking about

NOTE Confidence: 0.86285012960434

00:01:14.855 --> 00:01:15.629 mentoring relationships.

NOTE Confidence: 0.86285012960434

00:01:15.630 --> 00:01:16.908 In the plural,
NOTE Confidence: 0.86285012960434

00:01:16.908 --> 00:01:20.925 rather than as one person who can do all
NOTE Confidence: 0.86285012960434

00:01:20.925 --> 00:01:24.236 facets of mentoring equally well for you,
NOTE Confidence: 0.86285012960434

00:01:24.240 --> 00:01:27.502 the old mentor protege model of that
NOTE Confidence: 0.86285012960434

00:01:27.502 --> 00:01:29.408 single established experts tearing
NOTE Confidence: 0.86285012960434

00:01:29.408 --> 00:01:32.390 their trainee along a path to success,
NOTE Confidence: 0.86285012960434

00:01:32.390 --> 00:01:35.981 is somewhat outdated when it comes to
NOTE Confidence: 0.86285012960434

00:01:35.981 --> 00:01:39.320 most junior faculty career development.
NOTE Confidence: 0.86285012960434

00:01:39.320 --> 00:01:42.848 Later I will return to an important
NOTE Confidence: 0.86285012960434

00:01:42.848 --> 00:01:45.010 distinction between career mentor,
NOTE Confidence: 0.86285012960434

00:01:45.010 --> 00:01:48.629 a promotion advisor and a job supervisor.
NOTE Confidence: 0.86285012960434

00:01:48.630 --> 00:01:51.210 But putting aside those distinctions
NOTE Confidence: 0.86285012960434

00:01:51.210 --> 00:01:52.758 for a moment,
NOTE Confidence: 0.86285012960434

00:01:52.760 --> 00:01:55.868 whether the mentor you have is
NOTE Confidence: 0.86285012960434

00:01:55.868 --> 00:01:58.450 a formal or informal one,
NOTE Confidence: 0.86285012960434

00:01:58.450 --> 00:02:00.518 there are usually important

NOTE Confidence: 0.86285012960434
00:02:00.518 --> 00:02:02.069 differences in expertise,
NOTE Confidence: 0.86285012960434
00:02:02.070 --> 00:02:02.587 position,
NOTE Confidence: 0.86285012960434
00:02:02.587 --> 00:02:05.689 or power between a mentor and
NOTE Confidence: 0.86285012960434
00:02:05.689 --> 00:02:07.240 mentee and nonetheless,
NOTE Confidence: 0.86285012960434
00:02:07.240 --> 00:02:09.596 mentoring is usually considered.
NOTE Confidence: 0.86285012960434
00:02:09.596 --> 00:02:12.541 A more collegial or collaborative
NOTE Confidence: 0.86285012960434
00:02:12.541 --> 00:02:14.480 relationship than is atypical,
NOTE Confidence: 0.86285012960434
00:02:14.480 --> 00:02:16.720 supervisory or management relationship.
NOTE Confidence: 0.867417693138123
00:02:19.300 --> 00:02:21.620 Common elements of mentoring include
NOTE Confidence: 0.867417693138123
00:02:21.620 --> 00:02:24.358 focusing on the career development of
NOTE Confidence: 0.867417693138123
00:02:24.358 --> 00:02:26.780 a more junior person by providing them
NOTE Confidence: 0.867417693138123
00:02:26.780 --> 00:02:29.636 support and guidance to achieve their goals.
NOTE Confidence: 0.867417693138123
00:02:29.640 --> 00:02:32.210 Other elements include role modeling,
NOTE Confidence: 0.867417693138123
00:02:32.210 --> 00:02:33.746 socializing, and coaching.
NOTE Confidence: 0.867417693138123
00:02:33.746 --> 00:02:36.818 Role modeling involves setting an example,
NOTE Confidence: 0.867417693138123

00:02:36.820 --> 00:02:39.380 but being a respected and
NOTE Confidence: 0.867417693138123

00:02:39.380 --> 00:02:40.404 accomplished professional.
NOTE Confidence: 0.867417693138123

00:02:40.410 --> 00:02:43.026 Socializing involves making connections
NOTE Confidence: 0.867417693138123

00:02:43.026 --> 00:02:46.296 within one's academic institution as
NOTE Confidence: 0.867417693138123

00:02:46.296 --> 00:02:49.291 well as with a professional network
NOTE Confidence: 0.867417693138123

00:02:49.291 --> 00:02:52.280 beyond the walls of where we work.
NOTE Confidence: 0.867417693138123

00:02:52.280 --> 00:02:53.732 And then finally,
NOTE Confidence: 0.867417693138123

00:02:53.732 --> 00:02:56.636 coaching focuses not so much on
NOTE Confidence: 0.867417693138123

00:02:56.636 --> 00:02:59.277 teaching technical skills but more
NOTE Confidence: 0.867417693138123

00:02:59.277 --> 00:03:01.862 on the interpersonal or strategic
NOTE Confidence: 0.867417693138123

00:03:01.862 --> 00:03:04.908 or communication skills that are
NOTE Confidence: 0.867417693138123

00:03:04.908 --> 00:03:07.344 needed to effectively navigate
NOTE Confidence: 0.867417693138123

00:03:07.344 --> 00:03:09.112 the academic hierarchy.
NOTE Confidence: 0.867417693138123

00:03:09.112 --> 00:03:10.738 The promotion process,
NOTE Confidence: 0.867417693138123

00:03:10.738 --> 00:03:12.906 and some workplace politics.
NOTE Confidence: 0.864706635475159

00:03:15.100 --> 00:03:17.865 Before I dig deeper into the characteristics

NOTE Confidence: 0.864706635475159
00:03:17.865 --> 00:03:19.910 of effective mentors and mentee's,
NOTE Confidence: 0.864706635475159
00:03:19.910 --> 00:03:23.020 I would like to ask you to do a brief
NOTE Confidence: 0.864706635475159
00:03:23.113 --> 00:03:26.060 exercise to reflect on your own concept
NOTE Confidence: 0.864706635475159
00:03:26.060 --> 00:03:29.936 of a great mentor and I'm a psychologist.
NOTE Confidence: 0.864706635475159
00:03:29.940 --> 00:03:33.650 And so I've got to do some kind of imagery
NOTE Confidence: 0.864706635475159
00:03:33.743 --> 00:03:36.746 exercise to kind of break the ice.
NOTE Confidence: 0.864706635475159
00:03:36.750 --> 00:03:39.198 To do this short imagery exercise.
NOTE Confidence: 0.864706635475159
00:03:39.200 --> 00:03:41.170 It'll take a couple minutes.
NOTE Confidence: 0.864706635475159
00:03:41.170 --> 00:03:44.257 Then I'll ask if you're willing to share in
NOTE Confidence: 0.864706635475159
00:03:44.257 --> 00:03:47.468 chat some brief impressions for the imagery.
NOTE Confidence: 0.864706635475159
00:03:47.470 --> 00:03:49.450 Exercise just so people aren't
NOTE Confidence: 0.864706635475159
00:03:49.450 --> 00:03:51.034 self conscious about it.
NOTE Confidence: 0.864706635475159
00:03:51.040 --> 00:03:53.977 I ask you if you have your camera on now to
NOTE Confidence: 0.864706635475159
00:03:53.977 --> 00:03:56.533 just turn it off for a couple of minutes.
NOTE Confidence: 0.864706635475159
00:03:56.540 --> 00:03:58.372 That way you can close your eyes and
NOTE Confidence: 0.864706635475159

00:03:58.372 --> 00:03:59.862 not feel like somebody's watching
NOTE Confidence: 0.864706635475159

00:03:59.862 --> 00:04:01.487 you with your eyes closed.
NOTE Confidence: 0.864706635475159

00:04:01.490 --> 00:04:03.482 So if you just take a minute and
NOTE Confidence: 0.864706635475159

00:04:03.482 --> 00:04:05.492 then turn your cameras off for a
NOTE Confidence: 0.864706635475159

00:04:05.492 --> 00:04:07.556 couple of minutes and then I'll begin
NOTE Confidence: 0.864706635475159

00:04:07.556 --> 00:04:09.740 and then I'll tell you when you can
NOTE Confidence: 0.864706635475159

00:04:09.740 --> 00:04:12.450 turn your camera's back on.
NOTE Confidence: 0.864706635475159

00:04:12.450 --> 00:04:13.806 So we could start.
NOTE Confidence: 0.864706635475159

00:04:13.806 --> 00:04:15.840 Please close your eyes and let's
NOTE Confidence: 0.864706635475159

00:04:15.910 --> 00:04:18.374 start by picturing the person you were
NOTE Confidence: 0.864706635475159

00:04:18.374 --> 00:04:20.680 when you first started high school
NOTE Confidence: 0.864706635475159

00:04:20.680 --> 00:04:23.032 or whatever your school was called
NOTE Confidence: 0.864706635475159

00:04:23.032 --> 00:04:27.406 when you were 14 or 15 years old.
NOTE Confidence: 0.864706635475159

00:04:27.410 --> 00:04:29.326 Imagine yourself walking through
NOTE Confidence: 0.864706635475159

00:04:29.326 --> 00:04:32.200 the hallways of that school and
NOTE Confidence: 0.864706635475159

00:04:32.278 --> 00:04:34.148 those times in your life.

NOTE Confidence: 0.910014092922211

00:04:40.510 --> 00:04:42.982 And remember, some of the positive

NOTE Confidence: 0.910014092922211

00:04:42.982 --> 00:04:45.198 adults who were major influencers

NOTE Confidence: 0.910014092922211

00:04:45.198 --> 00:04:47.663 of your success and satisfaction

NOTE Confidence: 0.910014092922211

00:04:47.663 --> 00:04:50.520 in these teenage years and beyond.

NOTE Confidence: 0.855197131633759

00:04:52.800 --> 00:04:55.488 He's adults may have

NOTE Confidence: 0.855197131633759

00:04:55.488 --> 00:04:57.504 been exemplary teachers.

NOTE Confidence: 0.855197131633759

00:04:57.510 --> 00:05:00.303 Or sports coaches?

NOTE Confidence: 0.855197131633759

00:05:00.303 --> 00:05:04.027 Or Performing Arts instructors.

NOTE Confidence: 0.855197131633759

00:05:04.030 --> 00:05:07.145 Or a religious leader or club advisor.

NOTE Confidence: 0.855197131633759

00:05:07.150 --> 00:05:10.216 Or perhaps a parent or another

NOTE Confidence: 0.855197131633759

00:05:10.216 --> 00:05:11.749 older family member.

NOTE Confidence: 0.855197131633759

00:05:11.750 --> 00:05:13.500 Then just get a picture of them.

NOTE Confidence: 0.878546833992004

00:05:20.550 --> 00:05:23.790 And as you bring to mind an honor,

NOTE Confidence: 0.878546833992004

00:05:23.790 --> 00:05:25.932 these special people try to single

NOTE Confidence: 0.878546833992004

00:05:25.932 --> 00:05:27.876 out one person whose influence

NOTE Confidence: 0.878546833992004

00:05:27.876 --> 00:05:29.668 was especially important during
NOTE Confidence: 0.878546833992004

00:05:29.668 --> 00:05:32.300 these years and think about them.
NOTE Confidence: 0.896905541419983

00:05:41.950 --> 00:05:44.788 The next picture yourself when you
NOTE Confidence: 0.896905541419983

00:05:44.788 --> 00:05:47.650 first started college or University.
NOTE Confidence: 0.896905541419983

00:05:47.650 --> 00:05:49.826 Imagine yourself walking through
NOTE Confidence: 0.896905541419983

00:05:49.826 --> 00:05:53.090 campus, in and out of buildings.
NOTE Confidence: 0.914631366729736

00:05:55.630 --> 00:05:58.405 Again, remember those positive adults
NOTE Confidence: 0.914631366729736

00:05:58.405 --> 00:06:01.781 who were major influencers of your
NOTE Confidence: 0.914631366729736

00:06:01.781 --> 00:06:04.835 success and satisfaction at this time.
NOTE Confidence: 0.904423773288727

00:06:21.070 --> 00:06:24.750 Again, try to single out the one person.
NOTE Confidence: 0.904423773288727

00:06:24.750 --> 00:06:28.025 Who was especially influential shaping
NOTE Confidence: 0.904423773288727

00:06:28.025 --> 00:06:30.645 your development your interests?
NOTE Confidence: 0.904423773288727

00:06:30.650 --> 00:06:32.618 In your talents at this time?
NOTE Confidence: 0.897753894329071

00:06:41.200 --> 00:06:43.465 And finally picture yourself in
NOTE Confidence: 0.897753894329071

00:06:43.465 --> 00:06:45.730 medical school or Graduate School
NOTE Confidence: 0.897753894329071

00:06:45.801 --> 00:06:48.825 or other some other time during your

NOTE Confidence: 0.897753894329071

00:06:48.825 --> 00:06:50.820 advanced health specialty training.

NOTE Confidence: 0.894255995750427

00:06:53.220 --> 00:06:55.908 Once again, picture some of those

NOTE Confidence: 0.894255995750427

00:06:55.908 --> 00:06:58.690 major influencers of your development,

NOTE Confidence: 0.894255995750427

00:06:58.690 --> 00:07:00.178 direction and achievements.

NOTE Confidence: 0.878883183002472

00:07:11.450 --> 00:07:14.378 And select one who was especially

NOTE Confidence: 0.878883183002472

00:07:14.378 --> 00:07:16.730 influential in important to you.

NOTE Confidence: 0.878883183002472

00:07:16.730 --> 00:07:19.628 And before I ask you to open

NOTE Confidence: 0.878883183002472

00:07:19.628 --> 00:07:22.490 your eyes in another minute,

NOTE Confidence: 0.878883183002472

00:07:22.490 --> 00:07:26.018 I would like you to just take a minute

NOTE Confidence: 0.878883183002472

00:07:26.018 --> 00:07:29.982 and picture this select group of people

NOTE Confidence: 0.878883183002472

00:07:29.982 --> 00:07:33.050 standing together in front of you.

NOTE Confidence: 0.878883183002472

00:07:33.050 --> 00:07:36.410 Whether that's three of them or two,

NOTE Confidence: 0.878883183002472

00:07:36.410 --> 00:07:38.810 or if it's just one.

NOTE Confidence: 0.878883183002472

00:07:38.810 --> 00:07:41.122 But picture that group

NOTE Confidence: 0.878883183002472

00:07:41.122 --> 00:07:44.012 standing in front of you.

NOTE Confidence: 0.878883183002472

00:07:44.020 --> 00:07:45.862 Picture them looking at you with
NOTE Confidence: 0.878883183002472

00:07:45.862 --> 00:07:47.560 pride at what you've become.
NOTE Confidence: 0.878883183002472

00:07:47.560 --> 00:07:51.746 A faculty member at Yale Medical School.
NOTE Confidence: 0.878883183002472

00:07:51.750 --> 00:07:54.820 And try to come up in your mind with a
NOTE Confidence: 0.878883183002472

00:07:54.909 --> 00:07:58.136 short phrase or a brief sentence that
NOTE Confidence: 0.878883183002472

00:07:58.136 --> 00:08:00.894 would summarize for other people what
NOTE Confidence: 0.878883183002472

00:08:00.894 --> 00:08:03.897 those mentors did or meant for you.
NOTE Confidence: 0.878883183002472

00:08:03.900 --> 00:08:07.392 A short explanation or phrase that
NOTE Confidence: 0.878883183002472

00:08:07.392 --> 00:08:10.762 succinctly captures the essence of what
NOTE Confidence: 0.878883183002472

00:08:10.762 --> 00:08:13.606 those important people did for you.
NOTE Confidence: 0.878883183002472

00:08:13.610 --> 00:08:16.406 And steering you along your path.
NOTE Confidence: 0.878883183002472

00:08:16.410 --> 00:08:18.870 To success over the past decades.
NOTE Confidence: 0.900139629840851

00:08:36.380 --> 00:08:38.550 And remember that summary sentence
NOTE Confidence: 0.900139629840851

00:08:38.550 --> 00:08:41.896 or phrase is you now open your eyes
NOTE Confidence: 0.900139629840851

00:08:41.896 --> 00:08:44.760 and as you turn your video back on,
NOTE Confidence: 0.900139629840851

00:08:44.760 --> 00:08:48.568 if you had had it turned off before.

NOTE Confidence: 0.900139629840851
00:08:48.570 --> 00:08:52.647 And after you get your video back on and.
NOTE Confidence: 0.900139629840851
00:08:52.650 --> 00:08:55.527 Eyes open if you're comfortable doing so,
NOTE Confidence: 0.900139629840851
00:08:55.530 --> 00:08:58.379 please type in the phrase or sentence
NOTE Confidence: 0.900139629840851
00:08:58.379 --> 00:09:01.515 that came to mind that describe these
NOTE Confidence: 0.900139629840851
00:09:01.515 --> 00:09:04.251 special people in the chat and.
NOTE Confidence: 0.900139629840851
00:09:04.260 --> 00:09:07.030 I'll I'll try to read out some of them that
NOTE Confidence: 0.900139629840851
00:09:07.097 --> 00:09:09.869 that people hopefully are willing to share.
NOTE Confidence: 0.834930121898651
00:09:14.610 --> 00:09:18.560 Of caring believed in me.
NOTE Confidence: 0.834930121898651
00:09:18.560 --> 00:09:21.350 Knew you could do it?
NOTE Confidence: 0.834930121898651
00:09:21.350 --> 00:09:24.960 Kind. In my corner.
NOTE Confidence: 0.815041442712148
00:09:31.360 --> 00:09:34.060 Beyond imagination. Time generous.
NOTE Confidence: 0.815041442712148
00:09:34.060 --> 00:09:37.435 They were confident I was.
NOTE Confidence: 0.815041442712148
00:09:37.440 --> 00:09:40.350 So I gotta get my.
NOTE Confidence: 0.815041442712148
00:09:40.350 --> 00:09:42.576 Those confident was capable of succeeding,
NOTE Confidence: 0.815041442712148
00:09:42.580 --> 00:09:45.124 even if I wasn't sure encouraged
NOTE Confidence: 0.815041442712148

00:09:45.124 --> 00:09:46.820 and kept me motivated.
NOTE Confidence: 0.815041442712148

00:09:46.820 --> 00:09:49.220 Positive supporting gave tough feedback,
NOTE Confidence: 0.815041442712148

00:09:49.220 --> 00:09:50.660 unnecessary presented opportunities,
NOTE Confidence: 0.815041442712148

00:09:50.660 --> 00:09:52.580 supported me and suggested
NOTE Confidence: 0.815041442712148

00:09:52.580 --> 00:09:54.020 opportunities whenever possible,
NOTE Confidence: 0.815041442712148

00:09:54.020 --> 00:09:56.260 generous with their time.
NOTE Confidence: 0.815041442712148

00:09:56.260 --> 00:09:59.060 These special people encourage my
NOTE Confidence: 0.815041442712148

00:09:59.060 --> 00:10:01.698 creativity and helped me on my path,
NOTE Confidence: 0.815041442712148

00:10:01.700 --> 00:10:05.725 not forcing me on someone elses path.
NOTE Confidence: 0.815041442712148

00:10:05.730 --> 00:10:07.800 Support me in difficult decisions,
NOTE Confidence: 0.815041442712148

00:10:07.800 --> 00:10:09.456 nurturing, knowledgeable in lightning
NOTE Confidence: 0.815041442712148

00:10:09.456 --> 00:10:11.940 made my dreams feel within reach.
NOTE Confidence: 0.815041442712148

00:10:11.940 --> 00:10:14.838 Maybe strive for my for the best.
NOTE Confidence: 0.815041442712148

00:10:14.840 --> 00:10:15.668 That thanks.
NOTE Confidence: 0.815041442712148

00:10:15.668 --> 00:10:17.738 Thanks everybody for sharing those.
NOTE Confidence: 0.815041442712148

00:10:17.740 --> 00:10:19.186 I appreciate that.

NOTE Confidence: 0.815041442712148
00:10:19.186 --> 00:10:22.078 Very inspirational as as you would
NOTE Confidence: 0.815041442712148
00:10:22.078 --> 00:10:25.147 as you would imagine them to be.
NOTE Confidence: 0.815041442712148
00:10:25.150 --> 00:10:29.334 I do this exercise for a couple reasons.
NOTE Confidence: 0.815041442712148
00:10:29.340 --> 00:10:30.720 1st, for many people,
NOTE Confidence: 0.815041442712148
00:10:30.720 --> 00:10:32.445 it powerfully brings to mind
NOTE Confidence: 0.815041442712148
00:10:32.445 --> 00:10:34.558 the characteristics of excellent
NOTE Confidence: 0.815041442712148
00:10:34.558 --> 00:10:36.262 mentors influence influential
NOTE Confidence: 0.815041442712148
00:10:36.262 --> 00:10:38.534 people who provided knowledge,
NOTE Confidence: 0.815041442712148
00:10:38.540 --> 00:10:39.460 guidance, teaching,
NOTE Confidence: 0.815041442712148
00:10:39.460 --> 00:10:40.380 help, advice,
NOTE Confidence: 0.815041442712148
00:10:40.380 --> 00:10:41.760 stimulation during really
NOTE Confidence: 0.815041442712148
00:10:41.760 --> 00:10:43.140 important transitional times,
NOTE Confidence: 0.815041442712148
00:10:43.140 --> 00:10:46.360 and 2nd if you're like me remembering,
NOTE Confidence: 0.815041442712148
00:10:46.360 --> 00:10:49.144 these people can evoke a variety
NOTE Confidence: 0.815041442712148
00:10:49.144 --> 00:10:51.527 of emotions and whatever those
NOTE Confidence: 0.815041442712148

00:10:51.527 --> 00:10:54.179 feelings happened to be for you.
NOTE Confidence: 0.815041442712148

00:10:54.180 --> 00:10:56.480 One thing is pretty clear,
NOTE Confidence: 0.815041442712148

00:10:56.480 --> 00:10:58.830 these people have been very
NOTE Confidence: 0.815041442712148

00:10:58.830 --> 00:11:00.710 important to our development.
NOTE Confidence: 0.815041442712148

00:11:00.710 --> 00:11:03.248 They believed in us inspired us,
NOTE Confidence: 0.815041442712148

00:11:03.250 --> 00:11:04.096 encouraged us,
NOTE Confidence: 0.815041442712148

00:11:04.096 --> 00:11:07.480 but they may also have also been criticized,
NOTE Confidence: 0.815041442712148

00:11:07.480 --> 00:11:07.985 challenged,
NOTE Confidence: 0.815041442712148

00:11:07.985 --> 00:11:12.025 corrected us all in an effort to make
NOTE Confidence: 0.815041442712148

00:11:12.025 --> 00:11:16.127 us better at what we were trying to do.
NOTE Confidence: 0.815041442712148

00:11:16.130 --> 00:11:18.139 And then a final reason I raise
NOTE Confidence: 0.815041442712148

00:11:18.139 --> 00:11:20.547 it is that I think it's really
NOTE Confidence: 0.815041442712148

00:11:20.547 --> 00:11:22.392 important to be realistic when
NOTE Confidence: 0.815041442712148

00:11:22.392 --> 00:11:24.608 you begin the process of finding
NOTE Confidence: 0.815041442712148

00:11:24.608 --> 00:11:26.756 a career mentor here or anywhere.
NOTE Confidence: 0.815041442712148

00:11:26.756 --> 00:11:29.684 And that is that you alone don't have

NOTE Confidence: 0.815041442712148
00:11:29.684 --> 00:11:32.640 the power to recreate your old mentors.
NOTE Confidence: 0.815041442712148
00:11:32.640 --> 00:11:34.365 Don't unrealistically expect a new
NOTE Confidence: 0.815041442712148
00:11:34.365 --> 00:11:36.960 mentor to fill an old mentor shoes.
NOTE Confidence: 0.815041442712148
00:11:36.960 --> 00:11:39.102 The Times are different and you
NOTE Confidence: 0.815041442712148
00:11:39.102 --> 00:11:41.545 are in your different and no one
NOTE Confidence: 0.815041442712148
00:11:41.545 --> 00:11:43.441 mentor can check off all these
NOTE Confidence: 0.815041442712148
00:11:43.441 --> 00:11:45.810 boxes that the qualities on on
NOTE Confidence: 0.815041442712148
00:11:45.810 --> 00:11:47.394 this slide our aspiration's.
NOTE Confidence: 0.815041442712148
00:11:47.400 --> 00:11:49.902 They're not role requirements and and
NOTE Confidence: 0.815041442712148
00:11:49.902 --> 00:11:52.662 you should also keep these in mind
NOTE Confidence: 0.815041442712148
00:11:52.662 --> 00:11:55.028 as you become a mentor for others
NOTE Confidence: 0.815041442712148
00:11:55.104 --> 00:11:57.840 and and also keep in mind that no one,
NOTE Confidence: 0.815041442712148
00:11:57.840 --> 00:12:01.008 including you can do all of these well.
NOTE Confidence: 0.815041442712148
00:12:01.010 --> 00:12:03.578 So be realistic about yourself in
NOTE Confidence: 0.815041442712148
00:12:03.578 --> 00:12:05.773 others as you approach mentoring
NOTE Confidence: 0.815041442712148

00:12:05.773 --> 00:12:08.559 from either side of the coin and
NOTE Confidence: 0.815041442712148

00:12:08.559 --> 00:12:11.384 this gets back to my prior point
NOTE Confidence: 0.815041442712148

00:12:11.384 --> 00:12:13.334 about the plural of mentors.
NOTE Confidence: 0.815041442712148

00:12:13.340 --> 00:12:16.094 It's really important to use multiple
NOTE Confidence: 0.815041442712148

00:12:16.094 --> 00:12:19.032 people to provide as many of the
NOTE Confidence: 0.815041442712148

00:12:19.032 --> 00:12:21.412 things on this list as you feel
NOTE Confidence: 0.815041442712148

00:12:21.496 --> 00:12:24.028 you need and accept the reality.
NOTE Confidence: 0.815041442712148

00:12:24.030 --> 00:12:25.674 Sometimes painful reality that
NOTE Confidence: 0.815041442712148

00:12:25.674 --> 00:12:27.729 some faculty are truly amazing,
NOTE Confidence: 0.815041442712148

00:12:27.730 --> 00:12:30.232 it providing certain kinds of personal
NOTE Confidence: 0.815041442712148

00:12:30.232 --> 00:12:31.900 or professional development support.
NOTE Confidence: 0.815041442712148

00:12:31.900 --> 00:12:34.484 And at the same time they can be
NOTE Confidence: 0.815041442712148

00:12:34.484 --> 00:12:36.299 totally mediocre or even terrible
NOTE Confidence: 0.815041442712148

00:12:36.299 --> 00:12:37.767 at doing other things.
NOTE Confidence: 0.815041442712148

00:12:37.770 --> 00:12:39.840 So be being realistic is important.
NOTE Confidence: 0.851914405822754

00:12:41.970 --> 00:12:44.917 I've tried to assemble from a couple

NOTE Confidence: 0.851914405822754
00:12:44.917 --> 00:12:47.080 of sources, some mentoring essentials.
NOTE Confidence: 0.851914405822754
00:12:47.080 --> 00:12:48.840 Excellent mentors promote sponsorship
NOTE Confidence: 0.851914405822754
00:12:48.840 --> 00:12:50.609 and visibility through network
NOTE Confidence: 0.851914405822754
00:12:50.609 --> 00:12:52.181 facilitation and involving you
NOTE Confidence: 0.851914405822754
00:12:52.181 --> 00:12:53.753 and collaborations with others.
NOTE Confidence: 0.851914405822754
00:12:53.760 --> 00:12:55.865 They provide positive regard and
NOTE Confidence: 0.851914405822754
00:12:55.865 --> 00:12:57.970 still confidence and give help,
NOTE Confidence: 0.851914405822754
00:12:57.970 --> 00:13:01.554 help and kind of know when to give
NOTE Confidence: 0.851914405822754
00:13:01.554 --> 00:13:04.858 help and when not to give help.
NOTE Confidence: 0.851914405822754
00:13:04.860 --> 00:13:07.446 They push for excellence in productivity,
NOTE Confidence: 0.851914405822754
00:13:07.450 --> 00:13:10.230 but they don't expect perfection.
NOTE Confidence: 0.851914405822754
00:13:10.230 --> 00:13:12.134 Good mentors are trustworthy
NOTE Confidence: 0.851914405822754
00:13:12.134 --> 00:13:13.086 and professional.
NOTE Confidence: 0.851914405822754
00:13:13.090 --> 00:13:14.990 They follow through and
NOTE Confidence: 0.851914405822754
00:13:14.990 --> 00:13:16.415 provide constructive feedback.
NOTE Confidence: 0.851914405822754

00:13:16.420 --> 00:13:19.192 Trusted mentors are aware of and
NOTE Confidence: 0.851914405822754

00:13:19.192 --> 00:13:21.650 respectful of differences in gender,
NOTE Confidence: 0.851914405822754

00:13:21.650 --> 00:13:24.230 race, ethnicity and other identities
NOTE Confidence: 0.851914405822754

00:13:24.230 --> 00:13:27.318 different than their own and are
NOTE Confidence: 0.851914405822754

00:13:27.318 --> 00:13:29.458 able to discuss sensitive issues
NOTE Confidence: 0.851914405822754

00:13:29.458 --> 00:13:32.129 as they arrive as they arise.
NOTE Confidence: 0.851914405822754

00:13:32.130 --> 00:13:33.084 They. Advocate,
NOTE Confidence: 0.851914405822754

00:13:33.084 --> 00:13:35.946 they protect or support their men.
NOTE Confidence: 0.851914405822754

00:13:35.950 --> 00:13:38.315 Tease during and after adverse
NOTE Confidence: 0.851914405822754

00:13:38.315 --> 00:13:39.734 or painful experiences.
NOTE Confidence: 0.851914405822754

00:13:39.740 --> 00:13:42.981 Good mentors are aware that a mentoring
NOTE Confidence: 0.851914405822754

00:13:42.981 --> 00:13:45.474 relationship that shifts into a
NOTE Confidence: 0.851914405822754

00:13:45.474 --> 00:13:47.530 romantic relationship is considered
NOTE Confidence: 0.851914405822754

00:13:47.530 --> 00:13:50.086 unprofessional and is almost never
NOTE Confidence: 0.851914405822754

00:13:50.086 --> 00:13:52.221 helpful to the career development
NOTE Confidence: 0.851914405822754

00:13:52.221 --> 00:13:55.502 of either person in the long run.

NOTE Confidence: 0.851914405822754

00:13:55.502 --> 00:13:58.122 And then when difficulties or

NOTE Confidence: 0.851914405822754

00:13:58.122 --> 00:14:00.670 obstacles do occur and they,

NOTE Confidence: 0.851914405822754

00:14:00.670 --> 00:14:03.460 and they certainly do good mentor,

NOTE Confidence: 0.851914405822754

00:14:03.460 --> 00:14:05.790 strive to be non defensive,

NOTE Confidence: 0.851914405822754

00:14:05.790 --> 00:14:07.982 transparent and admit their

NOTE Confidence: 0.851914405822754

00:14:07.982 --> 00:14:09.626 limitations or mistakes.

NOTE Confidence: 0.851914405822754

00:14:09.630 --> 00:14:10.710 And then finally,

NOTE Confidence: 0.851914405822754

00:14:10.710 --> 00:14:13.230 excellent mentors are active in their field.

NOTE Confidence: 0.851914405822754

00:14:13.230 --> 00:14:16.110 They know how to set limits on time,

NOTE Confidence: 0.851914405822754

00:14:16.110 --> 00:14:18.110 demands that they have,

NOTE Confidence: 0.851914405822754

00:14:18.110 --> 00:14:20.610 and they role model satisfaction

NOTE Confidence: 0.851914405822754

00:14:20.610 --> 00:14:23.486 both in their work in their life.

NOTE Confidence: 0.851914405822754

00:14:23.490 --> 00:14:25.545 And likewise there are some

NOTE Confidence: 0.851914405822754

00:14:25.545 --> 00:14:28.210 essentials to being a good mentee.

NOTE Confidence: 0.851914405822754

00:14:28.210 --> 00:14:30.610 It may be unrealistic for you

NOTE Confidence: 0.851914405822754

00:14:30.610 --> 00:14:32.930 to be all these things,
NOTE Confidence: 0.851914405822754

00:14:32.930 --> 00:14:35.504 just as it's unrealistic to expect
NOTE Confidence: 0.851914405822754

00:14:35.504 --> 00:14:38.079 perfection in your mentor or mentors.
NOTE Confidence: 0.851914405822754

00:14:38.080 --> 00:14:38.525 However,
NOTE Confidence: 0.851914405822754

00:14:38.525 --> 00:14:40.750 research suggests that these are
NOTE Confidence: 0.851914405822754

00:14:40.750 --> 00:14:42.997 among the many qualities most
NOTE Confidence: 0.851914405822754

00:14:42.997 --> 00:14:45.367 mentores value in working with them.
NOTE Confidence: 0.851914405822754

00:14:45.370 --> 00:14:47.938 NT motivation, hard work, good communication.
NOTE Confidence: 0.851914405822754

00:14:47.940 --> 00:14:50.514 Following through on plans and completing
NOTE Confidence: 0.851914405822754

00:14:50.514 --> 00:14:52.230 tasks in emerging independence.
NOTE Confidence: 0.851914405822754

00:14:52.230 --> 00:14:54.440 And then depending on the.
NOTE Confidence: 0.851914405822754

00:14:54.440 --> 00:14:57.144 Mentor that you have there may be other
NOTE Confidence: 0.851914405822754

00:14:57.144 --> 00:14:59.389 qualities that they particularly value,
NOTE Confidence: 0.851914405822754

00:14:59.390 --> 00:15:02.474 and that's important to have an
NOTE Confidence: 0.851914405822754

00:15:02.474 --> 00:15:05.320 open discussion about those as well.
NOTE Confidence: 0.851914405822754

00:15:05.320 --> 00:15:07.966 A good meant he regards their time

NOTE Confidence: 0.851914405822754
00:15:07.966 --> 00:15:10.824 with a mentor as precious and doesn't
NOTE Confidence: 0.851914405822754
00:15:10.824 --> 00:15:13.876 waste it by by not following through
NOTE Confidence: 0.851914405822754
00:15:13.876 --> 00:15:16.948 on plans or canceling meetings or
NOTE Confidence: 0.851914405822754
00:15:16.948 --> 00:15:19.370 taking the relationship for granted.
NOTE Confidence: 0.871261179447174
00:15:21.730 --> 00:15:23.944 So here's another just very short
NOTE Confidence: 0.871261179447174
00:15:23.944 --> 00:15:26.502 exercise that will use chat for not
NOTE Confidence: 0.871261179447174
00:15:26.502 --> 00:15:28.854 now now that you're equipped with some
NOTE Confidence: 0.871261179447174
00:15:28.928 --> 00:15:30.908 information about good mentoring and
NOTE Confidence: 0.871261179447174
00:15:30.908 --> 00:15:33.634 based on your own prior experiences and
NOTE Confidence: 0.871261179447174
00:15:33.634 --> 00:15:36.610 some of those images that you had before,
NOTE Confidence: 0.871261179447174
00:15:36.610 --> 00:15:39.870 I like you to take a look at this picture
NOTE Confidence: 0.871261179447174
00:15:39.958 --> 00:15:43.180 for a second and type into the chat 2
NOTE Confidence: 0.871261179447174
00:15:43.180 --> 00:15:45.695 details about the picture that seem
NOTE Confidence: 0.871261179447174
00:15:45.695 --> 00:15:48.680 relevant to the theme of effective mentoring.
NOTE Confidence: 0.871261179447174
00:15:48.680 --> 00:15:51.865 What is happening in the picture really?
NOTE Confidence: 0.871261179447174

00:15:51.870 --> 00:15:54.942 Anything that you see that relates to this

NOTE Confidence: 0.871261179447174

00:15:54.942 --> 00:15:57.980 theme of effective mentoring and just.

NOTE Confidence: 0.871261179447174

00:15:57.980 --> 00:16:02.516 Type in a few if you feel so moved.

NOTE Confidence: 0.871261179447174

00:16:02.520 --> 00:16:06.340 Steady. Leading collaborative

NOTE Confidence: 0.858573317527771

00:16:11.680 --> 00:16:13.660 Com one can see forward right?

NOTE Confidence: 0.858573317527771

00:16:13.660 --> 00:16:15.592 Yeah, the other ones got doesn't

NOTE Confidence: 0.858573317527771

00:16:15.592 --> 00:16:19.050 really know where he's going, does He?

NOTE Confidence: 0.858573317527771

00:16:19.050 --> 00:16:20.750 Horoz on both sides yes.

NOTE Confidence: 0.858573317527771

00:16:20.750 --> 00:16:23.130 And and they're both in the water,

NOTE Confidence: 0.858573317527771

00:16:23.130 --> 00:16:25.430 which is, which is good.

NOTE Confidence: 0.858573317527771

00:16:25.430 --> 00:16:28.120 Only one person using yours.

NOTE Confidence: 0.858573317527771

00:16:28.120 --> 00:16:30.460 Trust active.

NOTE Confidence: 0.885475516319275

00:16:33.290 --> 00:16:34.480 Engaged.

NOTE Confidence: 0.858585258324941

00:16:38.400 --> 00:16:42.198 Happy. Someone unnoticed 1 one time.

NOTE Confidence: 0.858585258324941

00:16:42.200 --> 00:16:44.220 That said, You know she's

NOTE Confidence: 0.858585258324941

00:16:44.220 --> 00:16:46.840 keeping him out of the weeds,

NOTE Confidence: 0.858585258324941
00:16:46.840 --> 00:16:48.528 which is sometimes really
NOTE Confidence: 0.858585258324941
00:16:48.528 --> 00:16:51.270 important in academia, balanced.
NOTE Confidence: 0.858585258324941
00:16:51.270 --> 00:16:53.000 Reflection great thanks, thanks Ann.
NOTE Confidence: 0.858585258324941
00:16:53.000 --> 00:16:54.720 One more set of images.
NOTE Confidence: 0.858585258324941
00:16:54.720 --> 00:16:56.898 These are what I would call
NOTE Confidence: 0.858585258324941
00:16:56.898 --> 00:16:58.715 unseaworthy images and if you
NOTE Confidence: 0.858585258324941
00:16:58.715 --> 00:17:00.773 could take it just a quick look
NOTE Confidence: 0.858585258324941
00:17:00.773 --> 00:17:03.252 at each of the four pictures and
NOTE Confidence: 0.858585258324941
00:17:03.252 --> 00:17:05.450 trying to identify what just one
NOTE Confidence: 0.858585258324941
00:17:05.450 --> 00:17:08.110 detail from each of them that seems
NOTE Confidence: 0.858585258324941
00:17:08.110 --> 00:17:10.081 inconsistent with the theme of
NOTE Confidence: 0.858585258324941
00:17:10.081 --> 00:17:11.981 effective mentoring and again just
NOTE Confidence: 0.858585258324941
00:17:11.981 --> 00:17:14.277 type them into the box and I'll.
NOTE Confidence: 0.858585258324941
00:17:14.280 --> 00:17:15.876 I'll try to read read them off.
NOTE Confidence: 0.852249026298523
00:17:21.510 --> 00:17:27.370 Romantic. One person doing all of the work.
NOTE Confidence: 0.710836827754974

00:17:30.760 --> 00:17:37.990 Unbalanced chaotic.
NOTE Confidence: 0.848094761371613

00:17:40.100 --> 00:17:41.588 Not moving forward,
NOTE Confidence: 0.848094761371613

00:17:41.588 --> 00:17:44.564 not no one doing the work.
NOTE Confidence: 0.848094761371613

00:17:44.570 --> 00:17:47.558 Top left loss of control distracted.
NOTE Confidence: 0.820050895214081

00:17:54.010 --> 00:17:55.600 Overwhelmed top right?
NOTE Confidence: 0.916302025318146

00:17:59.410 --> 00:18:02.805 Anything else about the top right one?
NOTE Confidence: 0.916302025318146

00:18:02.810 --> 00:18:06.347 And I don't mean that one to be an
NOTE Confidence: 0.916302025318146

00:18:06.347 --> 00:18:09.948 insult to you know mentoring that's done
NOTE Confidence: 0.916302025318146

00:18:09.948 --> 00:18:13.937 among among peers of about the same age.
NOTE Confidence: 0.916302025318146

00:18:13.940 --> 00:18:16.040 But it's not entirely clear.
NOTE Confidence: 0.916302025318146

00:18:16.040 --> 00:18:19.820 Kind of who the mentor is in that boat.
NOTE Confidence: 0.916302025318146

00:18:19.820 --> 00:18:22.760 And then about the one in the
NOTE Confidence: 0.916302025318146

00:18:22.760 --> 00:18:24.440 lower right, let's matter.
NOTE Confidence: 0.916302025318146

00:18:24.440 --> 00:18:27.380 But what does that mean for people?
NOTE Confidence: 0.891237497329712

00:18:30.210 --> 00:18:33.360 I'll I'll touch on this a little bit later,
NOTE Confidence: 0.891237497329712

00:18:33.360 --> 00:18:36.069 but the way I read that is that you

NOTE Confidence: 0.891237497329712
00:18:36.069 --> 00:18:38.608 can have a great mentoring plan,
NOTE Confidence: 0.891237497329712
00:18:38.610 --> 00:18:41.796 but you don't get two people in the same
NOTE Confidence: 0.891237497329712
00:18:41.796 --> 00:18:44.904 boat or find a way to make that happen.
NOTE Confidence: 0.891237497329712
00:18:44.910 --> 00:18:47.560 It's not going to happen.
NOTE Confidence: 0.891237497329712
00:18:47.560 --> 00:18:49.930 Thanks, some kind of other,
NOTE Confidence: 0.891237497329712
00:18:49.930 --> 00:18:52.290 just touch on some other
NOTE Confidence: 0.891237497329712
00:18:52.290 --> 00:18:54.178 obstacles to effective mentoring.
NOTE Confidence: 0.891237497329712
00:18:54.180 --> 00:18:57.090 Here are some other ways that
NOTE Confidence: 0.891237497329712
00:18:57.090 --> 00:19:01.300 they can get in the way of finding
NOTE Confidence: 0.891237497329712
00:19:01.300 --> 00:19:04.534 and working with a good mentor.
NOTE Confidence: 0.891237497329712
00:19:04.540 --> 00:19:07.084 First, the best mentors are sometimes
NOTE Confidence: 0.891237497329712
00:19:07.084 --> 00:19:10.003 very busy and sometimes you know getting
NOTE Confidence: 0.891237497329712
00:19:10.003 --> 00:19:12.677 on their schedule can be difficult and
NOTE Confidence: 0.891237497329712
00:19:12.756 --> 00:19:15.745 staying on their schedule can be difficult.
NOTE Confidence: 0.891237497329712
00:19:15.750 --> 00:19:17.815 Most mentores have not received
NOTE Confidence: 0.891237497329712

00:19:17.815 --> 00:19:20.310 training and how to mentor some.
NOTE Confidence: 0.891237497329712

00:19:20.310 --> 00:19:22.390 Some old timers are not.
NOTE Confidence: 0.891237497329712

00:19:22.390 --> 00:19:24.470 Academia still have mistaken beliefs
NOTE Confidence: 0.891237497329712

00:19:24.470 --> 00:19:27.778 rooted in their own hard worn one success.
NOTE Confidence: 0.891237497329712

00:19:27.780 --> 00:19:29.765 They may feel that particularly
NOTE Confidence: 0.891237497329712

00:19:29.765 --> 00:19:32.251 places like Yale that true superstars
NOTE Confidence: 0.891237497329712

00:19:32.251 --> 00:19:35.247 shouldn't need much help along the way.
NOTE Confidence: 0.891237497329712

00:19:35.250 --> 00:19:36.483 And and again,
NOTE Confidence: 0.891237497329712

00:19:36.483 --> 00:19:38.127 I would argue that.
NOTE Confidence: 0.891237497329712

00:19:38.130 --> 00:19:41.980 So that's an outdated viewpoint.
NOTE Confidence: 0.891237497329712

00:19:41.980 --> 00:19:44.128 And obstacles for men Tees often
NOTE Confidence: 0.891237497329712

00:19:44.128 --> 00:19:46.173 center around the actual initiating
NOTE Confidence: 0.891237497329712

00:19:46.173 --> 00:19:48.337 and sustaining the relationship,
NOTE Confidence: 0.891237497329712

00:19:48.340 --> 00:19:48.767 overtime,
NOTE Confidence: 0.891237497329712

00:19:48.767 --> 00:19:50.902 or sometimes feeling a cornice
NOTE Confidence: 0.891237497329712

00:19:50.902 --> 00:19:54.119 of fit with a particular mentor.

NOTE Confidence: 0.891237497329712
00:19:54.120 --> 00:19:54.910 Sometimes performance,
NOTE Confidence: 0.891237497329712
00:19:54.910 --> 00:19:56.490 anxiety or impostor issues,
NOTE Confidence: 0.891237497329712
00:19:56.490 --> 00:19:58.947 intrude or we want to show a
NOTE Confidence: 0.891237497329712
00:19:58.947 --> 00:20:01.399 senior faculty that we can succeed
NOTE Confidence: 0.891237497329712
00:20:01.399 --> 00:20:03.594 with minimal mentoring or advice?
NOTE Confidence: 0.891237497329712
00:20:03.600 --> 00:20:06.365 Or we don't want to intrude on
NOTE Confidence: 0.891237497329712
00:20:06.365 --> 00:20:07.550 their busy schedule?
NOTE Confidence: 0.891237497329712
00:20:07.550 --> 00:20:09.470 Other obstacles or problems only
NOTE Confidence: 0.891237497329712
00:20:09.470 --> 00:20:11.864 emerged over the course of a
NOTE Confidence: 0.891237497329712
00:20:11.864 --> 00:20:13.480 relation of the Relationship.
NOTE Confidence: 0.891237497329712
00:20:13.480 --> 00:20:15.120 And when that happens,
NOTE Confidence: 0.891237497329712
00:20:15.120 --> 00:20:18.400 a good mentor and mentee know how to
NOTE Confidence: 0.891237497329712
00:20:18.400 --> 00:20:20.976 slow things down and reopen the up.
NOTE Confidence: 0.891237497329712
00:20:20.980 --> 00:20:23.350 The lines of communication and try
NOTE Confidence: 0.891237497329712
00:20:23.350 --> 00:20:25.538 to understand the impasse, or.
NOTE Confidence: 0.891237497329712

00:20:25.538 --> 00:20:28.578 Or rupture in the relationship.
NOTE Confidence: 0.891237497329712

00:20:28.580 --> 00:20:31.905 Wanna spend just a few minutes talking
NOTE Confidence: 0.891237497329712

00:20:31.905 --> 00:20:33.786 about various relationships that
NOTE Confidence: 0.891237497329712

00:20:33.786 --> 00:20:36.030 I think are important to consider
NOTE Confidence: 0.891237497329712

00:20:36.030 --> 00:20:38.818 under a broad category of mentoring?
NOTE Confidence: 0.891237497329712

00:20:38.820 --> 00:20:40.545 All our important,
NOTE Confidence: 0.891237497329712

00:20:40.545 --> 00:20:42.845 extremely important to successful
NOTE Confidence: 0.891237497329712

00:20:42.845 --> 00:20:43.995 academic career?
NOTE Confidence: 0.891237497329712

00:20:44.000 --> 00:20:46.416 One of the benefits of being in a
NOTE Confidence: 0.891237497329712

00:20:46.416 --> 00:20:48.734 place like this is that there are
NOTE Confidence: 0.891237497329712

00:20:48.734 --> 00:20:50.974 usually a large number of exceptionally
NOTE Confidence: 0.891237497329712

00:20:50.974 --> 00:20:53.579 talented and committed people who
NOTE Confidence: 0.891237497329712

00:20:53.579 --> 00:20:56.058 could potentially serve some form
NOTE Confidence: 0.891237497329712

00:20:56.058 --> 00:20:57.998 of mentoring function for you.
NOTE Confidence: 0.891237497329712

00:20:58.000 --> 00:21:01.360 Many are very willing to meet with you
NOTE Confidence: 0.891237497329712

00:21:01.360 --> 00:21:04.150 occasionally if you take the initiative.

NOTE Confidence: 0.891237497329712
00:21:04.150 --> 00:21:06.565 But it is really important to be
NOTE Confidence: 0.891237497329712
00:21:06.565 --> 00:21:08.935 aware of just how hierarchical and
NOTE Confidence: 0.891237497329712
00:21:08.935 --> 00:21:11.455 academic culture can be and how
NOTE Confidence: 0.891237497329712
00:21:11.455 --> 00:21:14.350 one goes about accessing advice or
NOTE Confidence: 0.891237497329712
00:21:14.350 --> 00:21:16.750 guidance from various faculty who
NOTE Confidence: 0.891237497329712
00:21:16.750 --> 00:21:19.690 might be in mentoring relationships with you.
NOTE Confidence: 0.891237497329712
00:21:19.690 --> 00:21:20.082 Importantly,
NOTE Confidence: 0.891237497329712
00:21:20.082 --> 00:21:22.042 how to manage conflicting opinions
NOTE Confidence: 0.891237497329712
00:21:22.042 --> 00:21:24.729 that often arise in these discussions,
NOTE Confidence: 0.891237497329712
00:21:24.730 --> 00:21:27.184 differences between what you want to
NOTE Confidence: 0.891237497329712
00:21:27.184 --> 00:21:31.029 do and what one mentor thinks you could do,
NOTE Confidence: 0.891237497329712
00:21:31.030 --> 00:21:33.556 and how all that aligns or
NOTE Confidence: 0.891237497329712
00:21:33.556 --> 00:21:34.819 doesn't align with.
NOTE Confidence: 0.891237497329712
00:21:34.820 --> 00:21:37.172 The expectations of the more senior
NOTE Confidence: 0.891237497329712
00:21:37.172 --> 00:21:39.568 Pi or clinical director or training
NOTE Confidence: 0.891237497329712

00:21:39.568 --> 00:21:42.600 director or section chief that you report to.

NOTE Confidence: 0.862512290477753

00:21:45.800 --> 00:21:47.572 And related to this,

NOTE Confidence: 0.862512290477753

00:21:47.572 --> 00:21:50.230 it's really important to appreciate the

NOTE Confidence: 0.862512290477753

00:21:50.313 --> 00:21:53.048 distinction between a job supervisor,

NOTE Confidence: 0.862512290477753

00:21:53.050 --> 00:21:55.666 Anna career mentor a job supervisor's

NOTE Confidence: 0.862512290477753

00:21:55.666 --> 00:21:58.840 role is to direct your assignments,

NOTE Confidence: 0.862512290477753

00:21:58.840 --> 00:22:00.286 steer your activity,

NOTE Confidence: 0.862512290477753

00:22:00.286 --> 00:22:02.214 and evaluate your performance.

NOTE Confidence: 0.862512290477753

00:22:02.220 --> 00:22:03.836 Career mentoring is not

NOTE Confidence: 0.862512290477753

00:22:03.836 --> 00:22:05.452 necessarily the primary purpose

NOTE Confidence: 0.862512290477753

00:22:05.452 --> 00:22:08.020 of a supervisory relationship.

NOTE Confidence: 0.862512290477753

00:22:08.020 --> 00:22:10.558 You may get occasional Nuggets of

NOTE Confidence: 0.862512290477753

00:22:10.558 --> 00:22:13.330 mentoring gold from those relationships,

NOTE Confidence: 0.862512290477753

00:22:13.330 --> 00:22:16.844 but you should view these as gifts.

NOTE Confidence: 0.862512290477753

00:22:16.850 --> 00:22:18.749 Rather than entitlements

NOTE Confidence: 0.862512290477753

00:22:18.749 --> 00:22:20.648 within the relationship.

NOTE Confidence: 0.862512290477753
00:22:20.650 --> 00:22:22.560 And whenever a relationship strongly
NOTE Confidence: 0.862512290477753
00:22:22.560 --> 00:22:25.022 mixes sort of equal parts supervision
NOTE Confidence: 0.862512290477753
00:22:25.022 --> 00:22:26.946 or direction and mentoring,
NOTE Confidence: 0.862512290477753
00:22:26.950 --> 00:22:29.934 it may be important for mentors to be
NOTE Confidence: 0.862512290477753
00:22:29.934 --> 00:22:32.285 clear when they're changing hats and
NOTE Confidence: 0.862512290477753
00:22:32.285 --> 00:22:35.140 for you for you to seek clarification
NOTE Confidence: 0.862512290477753
00:22:35.140 --> 00:22:38.080 when you're unsure if something said
NOTE Confidence: 0.862512290477753
00:22:38.080 --> 00:22:41.650 was meant as a kind of a suggestion
NOTE Confidence: 0.862512290477753
00:22:41.650 --> 00:22:43.750 of something to think about,
NOTE Confidence: 0.862512290477753
00:22:43.750 --> 00:22:45.390 versus something was said,
NOTE Confidence: 0.862512290477753
00:22:45.390 --> 00:22:47.440 that is an expected action
NOTE Confidence: 0.862512290477753
00:22:47.440 --> 00:22:49.630 that you're expected to take.
NOTE Confidence: 0.867386519908905
00:22:51.870 --> 00:22:55.865 Job supervising appointment and promotion
NOTE Confidence: 0.867386519908905
00:22:55.865 --> 00:23:00.640 advising and career mentoring are best
NOTE Confidence: 0.867386519908905
00:23:00.640 --> 00:23:04.660 thought of as distinct activities that.
NOTE Confidence: 0.867386519908905

00:23:04.660 --> 00:23:07.576 Sometimes overlap the frequency of job,
NOTE Confidence: 0.867386519908905

00:23:07.580 --> 00:23:10.220 supervisory or performance focused mentoring
NOTE Confidence: 0.867386519908905

00:23:10.220 --> 00:23:13.429 will usually not be determined by you,
NOTE Confidence: 0.867386519908905

00:23:13.430 --> 00:23:16.524 but usually more by your Pi or
NOTE Confidence: 0.867386519908905

00:23:16.524 --> 00:23:19.269 unit director or section chief.
NOTE Confidence: 0.867386519908905

00:23:19.270 --> 00:23:22.192 When I say strive for monthly
NOTE Confidence: 0.867386519908905

00:23:22.192 --> 00:23:24.140 meetings with the supervisor,
NOTE Confidence: 0.867386519908905

00:23:24.140 --> 00:23:27.549 I don't necessarily mean a 30 minute
NOTE Confidence: 0.867386519908905

00:23:27.549 --> 00:23:29.010 individual office appointment.
NOTE Confidence: 0.867386519908905

00:23:29.010 --> 00:23:31.782 Alot of these meetings can occur
NOTE Confidence: 0.867386519908905

00:23:31.782 --> 00:23:35.845 on the fly or in small groups, or.
NOTE Confidence: 0.867386519908905

00:23:35.845 --> 00:23:38.370 Hallway conversations but just having
NOTE Confidence: 0.867386519908905

00:23:38.370 --> 00:23:41.282 some regular contact with the people
NOTE Confidence: 0.867386519908905

00:23:41.282 --> 00:23:43.724 that are really steering your your
NOTE Confidence: 0.867386519908905

00:23:43.724 --> 00:23:46.740 your job as a faculty member in the
NOTE Confidence: 0.867386519908905

00:23:46.740 --> 00:23:49.750 early years of being here is important.

NOTE Confidence: 0.867386519908905
00:23:49.750 --> 00:23:51.870 With regard to amp,
NOTE Confidence: 0.867386519908905
00:23:51.870 --> 00:23:53.802 advising appointment, promotion advising,
NOTE Confidence: 0.867386519908905
00:23:53.802 --> 00:23:55.734 most departments offer annual
NOTE Confidence: 0.867386519908905
00:23:55.734 --> 00:23:58.007 meetings with junior faculty to
NOTE Confidence: 0.867386519908905
00:23:58.007 --> 00:23:59.255 discuss academic progress,
NOTE Confidence: 0.867386519908905
00:23:59.260 --> 00:24:01.735 but you should always request
NOTE Confidence: 0.867386519908905
00:24:01.735 --> 00:24:04.210 additional meetings when you need
NOTE Confidence: 0.867386519908905
00:24:04.291 --> 00:24:06.649 it or when you have questions.
NOTE Confidence: 0.871725380420685
00:24:10.840 --> 00:24:13.899 Finding a career mentor can be more
NOTE Confidence: 0.871725380420685
00:24:13.899 --> 00:24:16.788 of a challenge for some faculty.
NOTE Confidence: 0.871725380420685
00:24:16.790 --> 00:24:19.134 As in most cases, the faculty who serve
NOTE Confidence: 0.871725380420685
00:24:19.134 --> 00:24:21.658 as your job supervisors will have been
NOTE Confidence: 0.871725380420685
00:24:21.658 --> 00:24:23.985 involved in recruiting you or been
NOTE Confidence: 0.871725380420685
00:24:23.985 --> 00:24:26.694 assigned to you and and the advisors
NOTE Confidence: 0.871725380420685
00:24:26.694 --> 00:24:28.571 around Reappointment and promotion may
NOTE Confidence: 0.871725380420685

00:24:28.571 --> 00:24:30.773 be assigned or managed by committees

NOTE Confidence: 0.871725380420685

00:24:30.773 --> 00:24:33.398 or senior leaders in your Department.

NOTE Confidence: 0.871725380420685

00:24:33.400 --> 00:24:35.962 You'll usually need to be more active

NOTE Confidence: 0.871725380420685

00:24:35.962 --> 00:24:38.492 and take the most initiative in

NOTE Confidence: 0.871725380420685

00:24:38.492 --> 00:24:40.757 finding and selecting someone who's

NOTE Confidence: 0.871725380420685

00:24:40.757 --> 00:24:43.644 more of a general career mentor and

NOTE Confidence: 0.871725380420685

00:24:43.644 --> 00:24:46.360 finding a good match may take the

NOTE Confidence: 0.871725380420685

00:24:46.360 --> 00:24:48.790 better part of your first term,

NOTE Confidence: 0.871725380420685

00:24:48.790 --> 00:24:51.250 may involve getting to know people

NOTE Confidence: 0.871725380420685

00:24:51.250 --> 00:24:54.032 in your Department or outside your

NOTE Confidence: 0.871725380420685

00:24:54.032 --> 00:24:56.702 Department and setting up some

NOTE Confidence: 0.871725380420685

00:24:56.702 --> 00:24:58.750 informational interviews with them.

NOTE Confidence: 0.871725380420685

00:24:58.750 --> 00:25:02.550 It's important to find someone.

NOTE Confidence: 0.871725380420685

00:25:02.550 --> 00:25:05.518 Lost my place here.

NOTE Confidence: 0.871725380420685

00:25:05.520 --> 00:25:08.028 Can everyone still see the slide?

NOTE Confidence: 0.607190608978271

00:25:10.410 --> 00:25:13.910 Someone can just yes.

NOTE Confidence: 0.607190608978271
00:25:13.910 --> 00:25:17.036 OK, oh OK, here we go.
NOTE Confidence: 0.607190608978271
00:25:17.040 --> 00:25:19.270 Just on this last slide,
NOTE Confidence: 0.607190608978271
00:25:19.270 --> 00:25:22.830 before I move on to the next one,
NOTE Confidence: 0.607190608978271
00:25:22.830 --> 00:25:25.566 it's important to find someone more
NOTE Confidence: 0.607190608978271
00:25:25.566 --> 00:25:28.169 experienced than you as a mentor.
NOTE Confidence: 0.607190608978271
00:25:28.170 --> 00:25:31.698 They don't don't have always have to be
NOTE Confidence: 0.607190608978271
00:25:31.698 --> 00:25:35.376 a full professor or have been here for
NOTE Confidence: 0.607190608978271
00:25:35.376 --> 00:25:39.287 as long as some of us have been here,
NOTE Confidence: 0.607190608978271
00:25:39.290 --> 00:25:42.286 but but someone who's been here longer
NOTE Confidence: 0.607190608978271
00:25:42.286 --> 00:25:45.030 who can bring a broader perspective
NOTE Confidence: 0.607190608978271
00:25:45.030 --> 00:25:47.772 to advise you on your plans.
NOTE Confidence: 0.607190608978271
00:25:47.780 --> 00:25:50.768 Can be honest with you and help expose you
NOTE Confidence: 0.607190608978271
00:25:50.768 --> 00:25:53.980 to various academic resources and people.
NOTE Confidence: 0.607190608978271
00:25:53.980 --> 00:25:56.500 Very important to find someone you
NOTE Confidence: 0.607190608978271
00:25:56.500 --> 00:25:58.180 respect who's interpersonal style
NOTE Confidence: 0.607190608978271

00:25:58.244 --> 00:26:00.249 feels compatible with yours and
NOTE Confidence: 0.607190608978271

00:26:00.249 --> 00:26:02.254 who is understanding or sensitive
NOTE Confidence: 0.607190608978271

00:26:02.323 --> 00:26:04.298 to issues of diverse identities.
NOTE Confidence: 0.607190608978271

00:26:04.300 --> 00:26:06.778 And then once you find them,
NOTE Confidence: 0.607190608978271

00:26:06.780 --> 00:26:09.496 ask if they would be willing to
NOTE Confidence: 0.607190608978271

00:26:09.496 --> 00:26:12.560 meet with you several times a year.
NOTE Confidence: 0.607190608978271

00:26:12.560 --> 00:26:15.476 Three times a year or four times a year,
NOTE Confidence: 0.607190608978271

00:26:15.480 --> 00:26:17.964 and and to kind of ask them to be
NOTE Confidence: 0.607190608978271

00:26:17.964 --> 00:26:20.336 one of several mentors for you.
NOTE Confidence: 0.607190608978271

00:26:20.340 --> 00:26:22.924 Sometimes people are not so willing to say,
NOTE Confidence: 0.607190608978271

00:26:22.930 --> 00:26:24.550 will you be my mentor?
NOTE Confidence: 0.607190608978271

00:26:24.550 --> 00:26:26.748 Where where you see them as being
NOTE Confidence: 0.607190608978271

00:26:26.748 --> 00:26:28.739 the only person that they're going
NOTE Confidence: 0.607190608978271

00:26:28.739 --> 00:26:31.028 to that you're going to rely on.
NOTE Confidence: 0.607190608978271

00:26:31.030 --> 00:26:32.722 But most people are willing to
NOTE Confidence: 0.607190608978271

00:26:32.722 --> 00:26:35.404 be one of a group of people that

NOTE Confidence: 0.607190608978271
00:26:35.404 --> 00:26:37.624 will meet with you periodically to
NOTE Confidence: 0.607190608978271
00:26:37.693 --> 00:26:39.779 kind of kind of help steer you.
NOTE Confidence: 0.607190608978271
00:26:39.780 --> 00:26:41.718 And then once you have someone
NOTE Confidence: 0.607190608978271
00:26:41.718 --> 00:26:42.687 agreeing with that,
NOTE Confidence: 0.607190608978271
00:26:42.690 --> 00:26:44.688 just sort of clarify expectations boundaries.
NOTE Confidence: 0.607190608978271
00:26:44.690 --> 00:26:45.530 In goals
NOTE Confidence: 0.876045823097229
00:26:47.800 --> 00:26:50.086 As part of the selection process,
NOTE Confidence: 0.876045823097229
00:26:50.090 --> 00:26:53.240 it's really important to reflect on your
NOTE Confidence: 0.876045823097229
00:26:53.240 --> 00:26:55.328 broader long-term objectives and how
NOTE Confidence: 0.876045823097229
00:26:55.328 --> 00:26:57.659 mentoring can help reflect on what you
NOTE Confidence: 0.876045823097229
00:26:57.659 --> 00:26:59.788 want out of a particular relationship
NOTE Confidence: 0.876045823097229
00:26:59.788 --> 00:27:01.900 and what you want to accomplish.
NOTE Confidence: 0.876045823097229
00:27:01.900 --> 00:27:03.800 How you want to change,
NOTE Confidence: 0.876045823097229
00:27:03.800 --> 00:27:06.418 and what risks and initiatives you are
NOTE Confidence: 0.876045823097229
00:27:06.418 --> 00:27:09.138 willing to take to develop new skills.
NOTE Confidence: 0.876045823097229

00:27:09.140 --> 00:27:11.500 I wanna show just a short 2 minute
NOTE Confidence: 0.876045823097229

00:27:11.500 --> 00:27:13.586 video to illustrate by asking
NOTE Confidence: 0.876045823097229

00:27:13.586 --> 00:27:15.482 yourself these important questions
NOTE Confidence: 0.876045823097229

00:27:15.482 --> 00:27:18.347 about kind of what type of mentor?
NOTE Confidence: 0.876045823097229

00:27:18.350 --> 00:27:20.798 You need is important after the
NOTE Confidence: 0.876045823097229

00:27:20.798 --> 00:27:23.718 first 30 seconds of the chalk talk.
NOTE Confidence: 0.876045823097229

00:27:23.720 --> 00:27:26.198 Listen to how differently these students.
NOTE Confidence: 0.876045823097229

00:27:26.200 --> 00:27:28.290 I think their students described
NOTE Confidence: 0.876045823097229

00:27:28.290 --> 00:27:31.149 their view of a mentor and what,
NOTE Confidence: 0.876045823097229

00:27:31.150 --> 00:27:35.526 if anything, they look for with a mentor.
NOTE Confidence: 0.876045823097229

00:27:35.530 --> 00:27:37.585 Mentoring.
NOTE Confidence: 0.876045823097229

00:27:37.585 --> 00:27:39.640 Starts
NOTE Confidence: 0.857706952095032

00:27:39.640 --> 00:27:44.014 with. Mutuality and that is a
NOTE Confidence: 0.857706952095032

00:27:44.014 --> 00:27:46.930 relationship between two people.
NOTE Confidence: 0.857706952095032

00:27:46.930 --> 00:27:50.080 There is based on give and take
NOTE Confidence: 0.857706952095032

00:27:50.080 --> 00:27:52.930 both give but both received,

NOTE Confidence: 0.857706952095032

00:27:52.930 --> 00:27:56.212 but it's grounded in two philosophes

NOTE Confidence: 0.857706952095032

00:27:56.212 --> 00:27:58.980 and those philosophes include trust.

NOTE Confidence: 0.857706952095032

00:27:58.980 --> 00:28:02.280 And respect. So any good,

NOTE Confidence: 0.857706952095032

00:28:02.280 --> 00:28:03.510 effective mentoring would

NOTE Confidence: 0.857706952095032

00:28:03.510 --> 00:28:05.150 have a mutual relationship.

NOTE Confidence: 0.857706952095032

00:28:05.150 --> 00:28:06.790 A mutually beneficial relationship

NOTE Confidence: 0.857706952095032

00:28:06.790 --> 00:28:08.020 between two individuals.

NOTE Confidence: 0.857706952095032

00:28:08.020 --> 00:28:11.446 That's grounded in trust and respect.

NOTE Confidence: 0.857706952095032

00:28:11.450 --> 00:28:14.626 I think mentoring is like a moving target.

NOTE Confidence: 0.857706952095032

00:28:14.630 --> 00:28:16.615 It's this amorphis thing doesn't

NOTE Confidence: 0.857706952095032

00:28:16.615 --> 00:28:18.600 really have this particular form,

NOTE Confidence: 0.857706952095032

00:28:18.600 --> 00:28:20.580 which makes it hard to

NOTE Confidence: 0.857706952095032

00:28:20.580 --> 00:28:21.768 describe or understand,

NOTE Confidence: 0.857706952095032

00:28:21.770 --> 00:28:24.514 but it exists in it's important and

NOTE Confidence: 0.857706952095032

00:28:24.514 --> 00:28:26.448 effective mentor is someone that

NOTE Confidence: 0.857706952095032

00:28:26.448 --> 00:28:28.842 allows them NT space to grow and
NOTE Confidence: 0.857706952095032

00:28:28.842 --> 00:28:31.468 to find their voice and academics
NOTE Confidence: 0.857706952095032

00:28:31.468 --> 00:28:33.678 and really find their identity.
NOTE Confidence: 0.857706952095032

00:28:33.680 --> 00:28:34.967 So for me,
NOTE Confidence: 0.857706952095032

00:28:34.967 --> 00:28:37.541 an effective mentor is someone who
NOTE Confidence: 0.857706952095032

00:28:37.541 --> 00:28:39.619 challenges me an challenges my
NOTE Confidence: 0.857706952095032

00:28:39.619 --> 00:28:41.965 ideas and really pushes me too.
NOTE Confidence: 0.857706952095032

00:28:41.970 --> 00:28:43.762 Lauren experience different things.
NOTE Confidence: 0.857706952095032

00:28:43.762 --> 00:28:46.450 I'm an individual that really needs
NOTE Confidence: 0.857706952095032

00:28:46.518 --> 00:28:48.990 to be challenged in away and sort of
NOTE Confidence: 0.857706952095032

00:28:48.990 --> 00:28:50.906 stimulate it in order to find what
NOTE Confidence: 0.857706952095032

00:28:50.906 --> 00:28:53.296 I need in my life and in my career.
NOTE Confidence: 0.857706952095032

00:28:53.296 --> 00:28:55.450 So for me it could be someone
NOTE Confidence: 0.857706952095032

00:28:55.450 --> 00:28:58.178 who is pushing me to write a new
NOTE Confidence: 0.857706952095032

00:28:58.178 --> 00:29:01.195 grant or to go and like do these
NOTE Confidence: 0.857706952095032

00:29:01.195 --> 00:29:02.675 training exercises then gain

NOTE Confidence: 0.857706952095032
00:29:02.675 --> 00:29:04.865 this experience that will one day
NOTE Confidence: 0.857706952095032
00:29:04.865 --> 00:29:06.700 hopefully making more successful.
NOTE Confidence: 0.857706952095032
00:29:06.700 --> 00:29:08.410 When I think of mentoring,
NOTE Confidence: 0.857706952095032
00:29:08.410 --> 00:29:10.258 I really think about access because
NOTE Confidence: 0.857706952095032
00:29:10.258 --> 00:29:12.508 in this core body of knowledge are
NOTE Confidence: 0.857706952095032
00:29:12.508 --> 00:29:14.741 theories and ideas and people to which
NOTE Confidence: 0.857706952095032
00:29:14.808 --> 00:29:16.958 students typically don't have access.
NOTE Confidence: 0.857706952095032
00:29:16.960 --> 00:29:18.670 But mentors can bribe them.
NOTE Confidence: 0.857706952095032
00:29:18.670 --> 00:29:20.758 Access to these people access to
NOTE Confidence: 0.857706952095032
00:29:20.758 --> 00:29:22.150 these ideas through potentially
NOTE Confidence: 0.857706952095032
00:29:22.208 --> 00:29:23.460 journals or other ways,
NOTE Confidence: 0.857706952095032
00:29:23.460 --> 00:29:24.828 but access to resources,
NOTE Confidence: 0.857706952095032
00:29:24.828 --> 00:29:26.880 grants and other kinds of things.
NOTE Confidence: 0.857706952095032
00:29:26.880 --> 00:29:29.480 But a key part of mentoring is also
NOTE Confidence: 0.857706952095032
00:29:29.480 --> 00:29:32.024 support when you think about all of the
NOTE Confidence: 0.857706952095032

00:29:32.024 --> 00:29:34.400 things you need in your discipline,
NOTE Confidence: 0.857706952095032

00:29:34.400 --> 00:29:36.482 sometimes you just need that physical
NOTE Confidence: 0.857706952095032

00:29:36.482 --> 00:29:37.870 support and emotional support.
NOTE Confidence: 0.857706952095032

00:29:37.870 --> 00:29:39.174 Sometimes it's spiritual that
NOTE Confidence: 0.857706952095032

00:29:39.174 --> 00:29:39.826 personal support.
NOTE Confidence: 0.857706952095032

00:29:39.830 --> 00:29:42.035 You need to get from a really
NOTE Confidence: 0.857706952095032

00:29:42.035 --> 00:29:43.720 challenging data the next day
NOTE Confidence: 0.857706952095032

00:29:43.720 --> 00:29:45.390 and the last is information.
NOTE Confidence: 0.857706952095032

00:29:45.390 --> 00:29:46.638 Those are the rules.
NOTE Confidence: 0.857706952095032

00:29:46.638 --> 00:29:47.886 The policies and procedures
NOTE Confidence: 0.857706952095032

00:29:47.886 --> 00:29:49.650 that every program, every job,
NOTE Confidence: 0.857706952095032

00:29:49.650 --> 00:29:51.960 everything we do seems to have and
NOTE Confidence: 0.857706952095032

00:29:51.960 --> 00:29:54.218 someone can help you through a mentor,
NOTE Confidence: 0.857706952095032

00:29:54.220 --> 00:29:54.543 ship,
NOTE Confidence: 0.857706952095032

00:29:54.543 --> 00:29:54.866 roll,
NOTE Confidence: 0.857706952095032

00:29:54.866 --> 00:29:56.481 give you that information so

NOTE Confidence: 0.857706952095032
00:29:56.481 --> 00:29:58.490 that you don't spend too much
NOTE Confidence: 0.857706952095032
00:29:58.490 --> 00:30:00.110 time seeking it out yourself.
NOTE Confidence: 0.857706952095032
00:30:00.110 --> 00:30:02.582 So the three areas together really
NOTE Confidence: 0.857706952095032
00:30:02.582 --> 00:30:04.230 define effective mentoring relationship.
NOTE Confidence: 0.857706952095032
00:30:04.230 --> 00:30:05.805 Really knowing your mentee or
NOTE Confidence: 0.857706952095032
00:30:05.805 --> 00:30:07.676 getting another on a personal level
NOTE Confidence: 0.857706952095032
00:30:07.676 --> 00:30:09.356 so it's one thing to know your
NOTE Confidence: 0.857706952095032
00:30:09.360 --> 00:30:10.785 mentee at a superficial level.
NOTE Confidence: 0.857706952095032
00:30:10.785 --> 00:30:12.495 Or maybe just looking at their
NOTE Confidence: 0.857706952095032
00:30:12.495 --> 00:30:13.350 resume or their
NOTE Confidence: 0.856659710407257
00:30:13.350 --> 00:30:14.775 CV or their application and
NOTE Confidence: 0.856659710407257
00:30:14.775 --> 00:30:16.200 knowing them on the surface,
NOTE Confidence: 0.856659710407257
00:30:16.200 --> 00:30:17.912 but you really need to get
NOTE Confidence: 0.856659710407257
00:30:17.912 --> 00:30:19.625 to know them as a person.
NOTE Confidence: 0.856659710407257
00:30:19.625 --> 00:30:21.900 If you're going to be an effective mentor,
NOTE Confidence: 0.856659710407257

00:30:21.900 --> 00:30:24.750 you need to be able to know who they are,
NOTE Confidence: 0.856659710407257

00:30:24.750 --> 00:30:25.890 what makes them tick,
NOTE Confidence: 0.856659710407257

00:30:25.890 --> 00:30:27.318 what they want to do,
NOTE Confidence: 0.856659710407257

00:30:27.318 --> 00:30:28.739 how they want to do,
NOTE Confidence: 0.856659710407257

00:30:28.740 --> 00:30:30.170 and what their expectations are,
NOTE Confidence: 0.856659710407257

00:30:30.170 --> 00:30:32.490 what their goals are, what they find as,
NOTE Confidence: 0.856659710407257

00:30:32.490 --> 00:30:34.290 or what they define as success.
NOTE Confidence: 0.856659710407257

00:30:34.290 --> 00:30:37.944 Words like open minded come up
NOTE Confidence: 0.856659710407257

00:30:37.944 --> 00:30:40.840 receptive but also sort of.
NOTE Confidence: 0.856659710407257

00:30:40.840 --> 00:30:43.570 Willing to participate in a
NOTE Confidence: 0.856659710407257

00:30:43.570 --> 00:30:47.060 sort of volume back and forth.
NOTE Confidence: 0.856659710407257

00:30:47.060 --> 00:30:50.875 I think of reciprocal sort of pedagogy,
NOTE Confidence: 0.856659710407257

00:30:50.880 --> 00:30:55.776 so like being open to learning from them NT,
NOTE Confidence: 0.856659710407257

00:30:55.780 --> 00:31:00.148 as well as helping them NT learn themselves.
NOTE Confidence: 0.856659710407257

00:31:00.150 --> 00:31:02.615 I also think of security
NOTE Confidence: 0.856659710407257

00:31:02.615 --> 00:31:04.587 knowing that you can.

NOTE Confidence: 0.856659710407257

00:31:04.590 --> 00:31:07.446 Be someone that creates a safe place

NOTE Confidence: 0.856659710407257

00:31:07.446 --> 00:31:10.599 for someone to talk about exploration,

NOTE Confidence: 0.856659710407257

00:31:10.600 --> 00:31:14.514 like in my case or. Even.

NOTE Confidence: 0.856659710407257

00:31:14.514 --> 00:31:17.890 Just fellowship with people.

NOTE Confidence: 0.856659710407257

00:31:17.890 --> 00:31:19.792 Let me give you more information

NOTE Confidence: 0.856659710407257

00:31:19.792 --> 00:31:21.949 about what I mean by mutuality.

NOTE Confidence: 0.856659710407257

00:31:21.950 --> 00:31:23.635 When I think about mentor

NOTE Confidence: 0.856659710407257

00:31:23.635 --> 00:31:24.309 mentee relationship,

NOTE Confidence: 0.856659710407257

00:31:24.310 --> 00:31:26.676 I think of a mutually beneficial partnership.

NOTE Confidence: 0.856659710407257

00:31:26.680 --> 00:31:28.365 Each person gives an gains

NOTE Confidence: 0.856659710407257

00:31:28.365 --> 00:31:29.376 from the relationship.

NOTE Confidence: 0.856659710407257

00:31:29.380 --> 00:31:31.564 Now this may be contrary to what we

NOTE Confidence: 0.856659710407257

00:31:31.564 --> 00:31:33.614 think about mentoring in an academic

NOTE Confidence: 0.856659710407257

00:31:33.614 --> 00:31:36.230 environment where a faculty member or a

NOTE Confidence: 0.856659710407257

00:31:36.230 --> 00:31:38.170 professor possesses all the knowledge.

NOTE Confidence: 0.856659710407257

00:31:38.170 --> 00:31:40.108 And in fact the definition of
NOTE Confidence: 0.856659710407257

00:31:40.108 --> 00:31:42.229 professor means an expert in something.
NOTE Confidence: 0.856659710407257

00:31:42.230 --> 00:31:44.589 But that's an old way of thinking
NOTE Confidence: 0.856659710407257

00:31:44.589 --> 00:31:45.263 about mentoring.
NOTE Confidence: 0.856659710407257

00:31:45.270 --> 00:31:47.232 That's the protege model or The
NOTE Confidence: 0.856659710407257

00:31:47.232 --> 00:31:48.942 Apprentice model where one person
NOTE Confidence: 0.856659710407257

00:31:48.942 --> 00:31:51.018 gives and the other person receives.
NOTE Confidence: 0.856659710407257

00:31:51.020 --> 00:31:53.156 But I consider it a partnership,
NOTE Confidence: 0.856659710407257

00:31:53.160 --> 00:31:54.950 two individuals, each gaining an,
NOTE Confidence: 0.856659710407257

00:31:54.950 --> 00:31:56.720 each giving in the relationship
NOTE Confidence: 0.856659710407257

00:31:56.720 --> 00:31:58.490 because each person brings something
NOTE Confidence: 0.856659710407257

00:31:58.544 --> 00:31:59.948 unique to that Partnership.
NOTE Confidence: 0.856659710407257

00:31:59.950 --> 00:32:02.086 For example, in an academic environment,
NOTE Confidence: 0.856659710407257

00:32:02.090 --> 00:32:04.232 a faculty member may bring expertise
NOTE Confidence: 0.856659710407257

00:32:04.232 --> 00:32:05.660 about research for teaching,
NOTE Confidence: 0.856659710407257

00:32:05.660 --> 00:32:07.874 but a student may bring expertise

NOTE Confidence: 0.856659710407257
00:32:07.874 --> 00:32:09.734 because they've been in industry
NOTE Confidence: 0.856659710407257
00:32:09.734 --> 00:32:11.911 for the last 15 years or they
NOTE Confidence: 0.856659710407257
00:32:11.911 --> 00:32:13.510 worked in the community.
NOTE Confidence: 0.856659710407257
00:32:13.510 --> 00:32:14.938 They bring expertise to
NOTE Confidence: 0.856659710407257
00:32:14.938 --> 00:32:16.366 the relationship to an.
NOTE Confidence: 0.856659710407257
00:32:16.370 --> 00:32:17.765 It's recognizing that
NOTE Confidence: 0.856659710407257
00:32:17.765 --> 00:32:19.625 partnership is Akita mutuality.
NOTE Confidence: 0.856659710407257
00:32:19.630 --> 00:32:20.260 So for me,
NOTE Confidence: 0.856659710407257
00:32:20.260 --> 00:32:21.520 because I had such a great
NOTE Confidence: 0.856659710407257
00:32:21.520 --> 00:32:22.308 experience as a mentee,
NOTE Confidence: 0.856659710407257
00:32:22.310 --> 00:32:23.966 I want to pay it forward in any
NOTE Confidence: 0.856659710407257
00:32:23.966 --> 00:32:25.398 students who come to me or refer
NOTE Confidence: 0.856659710407257
00:32:25.398 --> 00:32:27.035 to me for mentor ship like I just
NOTE Confidence: 0.856659710407257
00:32:27.035 --> 00:32:28.696 want to make sure that they have the
NOTE Confidence: 0.856659710407257
00:32:28.696 --> 00:32:30.138 same kind of experience that I had.
NOTE Confidence: 0.856659710407257

00:32:30.140 --> 00:32:31.334 Or I could do everything possible
NOTE Confidence: 0.856659710407257

00:32:31.334 --> 00:32:32.766 to make sure that they stick in
NOTE Confidence: 0.856659710407257

00:32:32.766 --> 00:32:33.960 the community that they find a
NOTE Confidence: 0.856659710407257

00:32:33.960 --> 00:32:35.258 friend group or someone that they
NOTE Confidence: 0.856659710407257

00:32:35.258 --> 00:32:36.106 can have support with.
NOTE Confidence: 0.856469810009003

00:32:37.070 --> 00:32:40.526 So as you can see in that video,
NOTE Confidence: 0.856469810009003

00:32:40.530 --> 00:32:43.658 the views of what we need for metrics
NOTE Confidence: 0.856469810009003

00:32:43.658 --> 00:32:46.559 can vary widely between men. Tease.
NOTE Confidence: 0.856469810009003

00:32:46.559 --> 00:32:49.911 Next, I'd like to shift a bit from
NOTE Confidence: 0.856469810009003

00:32:49.911 --> 00:32:52.349 individual to organizational plans.
NOTE Confidence: 0.856469810009003

00:32:52.350 --> 00:32:54.575 All departments are expected an
NOTE Confidence: 0.856469810009003

00:32:54.575 --> 00:32:58.148 I believe have a plan for their
NOTE Confidence: 0.856469810009003

00:32:58.148 --> 00:33:00.668 Department based mentoring program.
NOTE Confidence: 0.856469810009003

00:33:00.670 --> 00:33:03.442 Listed here are the recommended guidelines
NOTE Confidence: 0.856469810009003

00:33:03.442 --> 00:33:06.910 for mentoring of new assistant professors.
NOTE Confidence: 0.856469810009003

00:33:06.910 --> 00:33:09.510 Mentors are expected to help

NOTE Confidence: 0.856469810009003
00:33:09.510 --> 00:33:11.590 with career planning, advice,
NOTE Confidence: 0.856469810009003
00:33:11.590 --> 00:33:13.150 networking, an feedback.
NOTE Confidence: 0.850236296653748
00:33:16.300 --> 00:33:19.352 And men Tees are expected to be
NOTE Confidence: 0.850236296653748
00:33:19.352 --> 00:33:22.028 accountable for the goals they set.
NOTE Confidence: 0.850236296653748
00:33:22.030 --> 00:33:23.722 Seek advice and feedback.
NOTE Confidence: 0.850236296653748
00:33:23.722 --> 00:33:25.414 Take the initiative on
NOTE Confidence: 0.850236296653748
00:33:25.414 --> 00:33:26.880 scheduling mentoring meetings,
NOTE Confidence: 0.850236296653748
00:33:26.880 --> 00:33:28.644 and keep documents up-to-date
NOTE Confidence: 0.850236296653748
00:33:28.644 --> 00:33:30.408 to facilitate various career
NOTE Confidence: 0.850236296653748
00:33:30.408 --> 00:33:31.290 development discussions.
NOTE Confidence: 0.883403897285461
00:33:33.630 --> 00:33:38.758 Before we open up for some chat questions,
NOTE Confidence: 0.883403897285461
00:33:38.760 --> 00:33:43.912 just a couple slides related to plans
NOTE Confidence: 0.883403897285461
00:33:43.912 --> 00:33:49.117 are office hopes to implement in 2021.
NOTE Confidence: 0.883403897285461
00:33:49.120 --> 00:33:51.997 We hope to revisit and re evaluate
NOTE Confidence: 0.883403897285461
00:33:51.997 --> 00:33:54.058 the mentoring program plans for
NOTE Confidence: 0.883403897285461

00:33:54.058 --> 00:33:56.302 each Department and get a better
NOTE Confidence: 0.883403897285461

00:33:56.302 --> 00:33:58.952 sense of whether faculty are meeting
NOTE Confidence: 0.883403897285461

00:33:58.952 --> 00:34:01.682 with a more senior faculty members
NOTE Confidence: 0.883403897285461

00:34:01.690 --> 00:34:04.634 serving in one or more of those roles
NOTE Confidence: 0.883403897285461

00:34:04.634 --> 00:34:07.140 that we've talked about advising,
NOTE Confidence: 0.883403897285461

00:34:07.140 --> 00:34:08.624 supervising, and or mentoring.
NOTE Confidence: 0.883403897285461

00:34:08.624 --> 00:34:11.871 We hope to provide more tools to support
NOTE Confidence: 0.883403897285461

00:34:11.871 --> 00:34:14.256 departmental implementation of their plans.
NOTE Confidence: 0.883403897285461

00:34:14.260 --> 00:34:17.252 An one way we've had proposed is to
NOTE Confidence: 0.883403897285461

00:34:17.252 --> 00:34:19.023 support departmental mentoring by
NOTE Confidence: 0.883403897285461

00:34:19.023 --> 00:34:21.408 offering or mentor training workshop.
NOTE Confidence: 0.883403897285461

00:34:21.410 --> 00:34:23.580 That's adapted from the model
NOTE Confidence: 0.883403897285461

00:34:23.580 --> 00:34:25.750 used at Yale Biwi CCI,
NOTE Confidence: 0.883403897285461

00:34:25.750 --> 00:34:28.879 and Jonathan Grauer is leading our team's
NOTE Confidence: 0.883403897285461

00:34:28.879 --> 00:34:31.869 effort to overhaul the oh APD website so
NOTE Confidence: 0.883403897285461

00:34:31.869 --> 00:34:35.209 that it can serve as a useful resource

NOTE Confidence: 0.883403897285461
00:34:35.209 --> 00:34:37.469 for career development initiatives,
NOTE Confidence: 0.883403897285461
00:34:37.470 --> 00:34:40.010 including guidance and tools for
NOTE Confidence: 0.883403897285461
00:34:40.010 --> 00:34:42.550 faculty to use and mentoring.
NOTE Confidence: 0.883403897285461
00:34:42.550 --> 00:34:45.021 Here's just a sample of some questions
NOTE Confidence: 0.883403897285461
00:34:45.021 --> 00:34:47.476 that can help guide and individual
NOTE Confidence: 0.883403897285461
00:34:47.476 --> 00:34:50.122 development plan you can complete along
NOTE Confidence: 0.883403897285461
00:34:50.122 --> 00:34:53.024 with your CV and CV Part 2 and will be
NOTE Confidence: 0.883403897285461
00:34:53.024 --> 00:34:55.802 doing a workshop on CV and CV Part 2
NOTE Confidence: 0.883403897285461
00:34:55.802 --> 00:34:59.020 later in the year or starting next year.
NOTE Confidence: 0.883403897285461
00:34:59.020 --> 00:35:01.295 These documents are important to help shape
NOTE Confidence: 0.883403897285461
00:35:01.295 --> 00:35:03.310 discussions in your mentoring meetings,
NOTE Confidence: 0.883403897285461
00:35:03.310 --> 00:35:06.166 giving some thought to these plans can
NOTE Confidence: 0.883403897285461
00:35:06.166 --> 00:35:09.316 help you focus on the longer term goals
NOTE Confidence: 0.883403897285461
00:35:09.316 --> 00:35:12.710 you have for your first years of your term.
NOTE Confidence: 0.883403897285461
00:35:12.710 --> 00:35:15.382 And then you can drill down on the
NOTE Confidence: 0.883403897285461

00:35:15.382 --> 00:35:18.345 shorter term is what they call smart goals

NOTE Confidence: 0.883403897285461

00:35:18.345 --> 00:35:20.679 that are more specific and strategic

NOTE Confidence: 0.883403897285461

00:35:20.679 --> 00:35:23.416 and can help guide requests that you

NOTE Confidence: 0.883403897285461

00:35:23.416 --> 00:35:26.270 make for support or assistance from

NOTE Confidence: 0.883403897285461

00:35:26.270 --> 00:35:28.730 other faculty within your Department

NOTE Confidence: 0.883403897285461

00:35:28.813 --> 00:35:31.018 or outside of your Department.

NOTE Confidence: 0.883403897285461

00:35:31.020 --> 00:35:34.086 Other examples of really good mentoring

NOTE Confidence: 0.883403897285461

00:35:34.086 --> 00:35:37.400 resources can be found through the

NOTE Confidence: 0.883403897285461

00:35:37.400 --> 00:35:40.345 VA's career development award program.

NOTE Confidence: 0.883403897285461

00:35:40.350 --> 00:35:42.522 They on their website,

NOTE Confidence: 0.883403897285461

00:35:42.522 --> 00:35:45.237 they have developed useful downloadable

NOTE Confidence: 0.883403897285461

00:35:45.237 --> 00:35:48.341 forms for various aspects of initiating

NOTE Confidence: 0.883403897285461

00:35:48.341 --> 00:35:51.594 or maintaining a strong goal focused

NOTE Confidence: 0.883403897285461

00:35:51.594 --> 00:35:52.978 mentoring program.

NOTE Confidence: 0.898243010044098

00:35:55.180 --> 00:36:00.080 And I'll leave this slide up for

NOTE Confidence: 0.898243010044098

00:36:00.080 --> 00:36:05.208 a minute as we begin the chat.

NOTE Confidence: 0.898243010044098
00:36:05.210 --> 00:36:07.676 For people to look at while
NOTE Confidence: 0.898243010044098
00:36:07.676 --> 00:36:10.450 we have a little bit of Q&A.
NOTE Confidence: 0.898243010044098
00:36:10.450 --> 00:36:13.226 If people want to turn their videos and
NOTE Confidence: 0.898243010044098
00:36:13.226 --> 00:36:15.908 audios on to ask questions, that's fine.
NOTE Confidence: 0.898243010044098
00:36:15.908 --> 00:36:18.740 Or if you just assume use the Q
NOTE Confidence: 0.898243010044098
00:36:18.823 --> 00:36:21.399 and a function on chat are used,
NOTE Confidence: 0.898243010044098
00:36:21.400 --> 00:36:23.230 chat, that would be fine,
NOTE Confidence: 0.898243010044098
00:36:23.230 --> 00:36:25.484 but Suffice it to say the research
NOTE Confidence: 0.898243010044098
00:36:25.484 --> 00:36:27.745 on mentoring is extensive and it's
NOTE Confidence: 0.898243010044098
00:36:27.745 --> 00:36:29.795 not limited to higher education.
NOTE Confidence: 0.898243010044098
00:36:29.800 --> 00:36:32.530 Mentoring has shown to improve retention.
NOTE Confidence: 0.898243010044098
00:36:32.530 --> 00:36:33.834 Advancement, professionalism,
NOTE Confidence: 0.898243010044098
00:36:33.834 --> 00:36:35.138 commitment, motivation,
NOTE Confidence: 0.898243010044098
00:36:35.138 --> 00:36:37.746 productivity and job satisfaction
NOTE Confidence: 0.898243010044098
00:36:37.746 --> 00:36:40.134 and mentoring and importantly
NOTE Confidence: 0.898243010044098

00:36:40.134 --> 00:36:42.158 helps decrease stress conflict.

NOTE Confidence: 0.898243010044098

00:36:42.160 --> 00:36:45.170 Unhappiness reduces turnover and burnout,

NOTE Confidence: 0.898243010044098

00:36:45.170 --> 00:36:49.202 so with that final kind of summary

NOTE Confidence: 0.898243010044098

00:36:49.202 --> 00:36:54.213 of why we should be all be doing

NOTE Confidence: 0.898243010044098

00:36:54.213 --> 00:36:58.224 more of this and availing ourselves

NOTE Confidence: 0.898243010044098

00:36:58.224 --> 00:37:01.160 of of our mentors.

NOTE Confidence: 0.898243010044098

00:37:01.160 --> 00:37:02.725 Thank you very much for

NOTE Confidence: 0.898243010044098

00:37:02.725 --> 00:37:03.977 your time and attention.

NOTE Confidence: 0.898243010044098

00:37:03.980 --> 00:37:05.852 Please feel free to reach out

NOTE Confidence: 0.898243010044098

00:37:05.852 --> 00:37:07.930 to those in your Department or

NOTE Confidence: 0.898243010044098

00:37:07.930 --> 00:37:10.390 at the office of academic and

NOTE Confidence: 0.898243010044098

00:37:10.390 --> 00:37:11.612 professional development if

NOTE Confidence: 0.898243010044098

00:37:11.612 --> 00:37:13.317 you have any related questions.