How to Work with Your Mentor

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Professional Development Boot Camp
What’s the purpose of mentoring relationship?

Career Enhancement

- Scholarly productivity
- Provide challenges
What’s the purpose of mentoring relationship?

Career Enhancement

- Enhanced networking
What’s the purpose of mentoring relationship?

Career Enhancement

- Sponsorship
- Faster time to promotion
- Higher salary
What’s the purpose of mentoring relationship?

Career Enhancement

- Protection
What’s the purpose of mentoring relationship?

Psychosocial Support

- Confidence
What’s the purpose of mentoring relationship?

Psychosocial Support

- Professional Identity
What’s the purpose of mentoring relationship?

Psychosocial Support

- Stress Reduction
What’s the purpose of mentoring relationship?

Psychosocial Support

- Sense of belonging
How to have a high-yield mentoring relationship

Take an active role

- Be engaged
- Follow up
- Solicit feedback
How to have a high-yield mentoring relationship

Self-assessment first

Identify productive and unproductive habits

Identify ways to improve
How to have a high-yield mentoring relationship

Be an Active Listener

Write down advice

Be observant
How to have a high-yield mentoring relationship

Manage the relationship

Set the meetings

Figure out the agenda
Frequency of Meetings

Depends on:

- Goals
- Availability
- Active Issues
Content of Meetings

- Research projects
- Clinical issues
- Life issues
- Don’t forget the big picture

“At this point in the meeting we’ll open a discussion of whether or not we needed to have this meeting.”
Do’s and Don’ts
DO: Come to every meeting with an agenda

Agenda

1.
2.
3.
DO: Come to every meeting with an agenda

- Progress on research projects
- Other topics for discussion:
  - Specialty choice
  - Clinical issues
  - Fellowship/job
  - Society participation
  - Personal issues
DO: Follow-up on previous meeting’s agenda
DO: Give us a couple days to look over a draft

If you wait until the last minute,
It only takes a minute
DO: Ask for feedback
DO: Ask for feedback
DO: Pick a project you are truly interested in
DO: Take the driver’s seat in the relationship
DO: Define 2-3 specific goals of relationship

**Career goals**
- Research
- Networking
- Job
- Setting up a practice

**Psychosocial issues**
- Confidence
- Professional identity
- Work-life balance
DO: Initiate and schedule regular meetings
DO: Reassess relationship
DON’T: Suffer in Silence

I did a bad thing.

Does it affect me?

No.

Then suffer in silence.
DON’T: complain to people who can’t help
DON’T: Go radio silent for a long time
DON’T: Go radio silent for a long time

- Set up the next meeting
- Update them in-between meetings on progress
DON’T: send TOO rough of a draft
DON’T: become a clone
Good luck!