

Stanford Trainee Mentorship Program

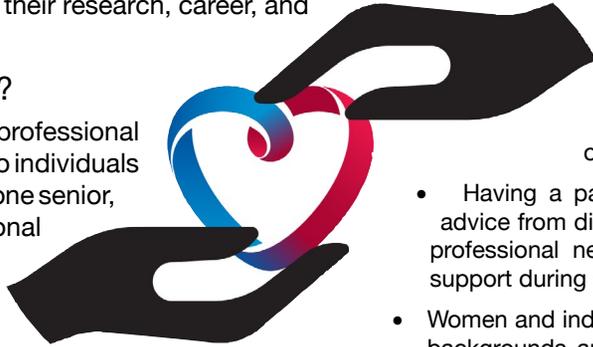
Cardiovascular Institute

Mission

The purpose of the CVI Trainee Mentorship Program is to better prepare early career cardiovascular scientists to succeed in their research, career, and personal goals.

What is mentorship?

Mentorship is a professional relationship between two individuals in a field, one junior and one senior, to support the personal and professional development of the more junior individual through career guidance and psychosocial support.



Benefits

- Mentored trainees are more likely to publish their research and win prizes than those who are not mentored.^{1,2,3,4}
 - Mentorship is associated with a higher probability of trainees pioneering their own research topics.^{4,5}
- Having a panel of mentors lets you seek advice from different perspectives, grow your professional network, and receive additional support during challenges.⁵
- Women and individuals from underrepresented backgrounds are better integrated into STEM academic communities if they experience positive mentoring.^{1,6,7,8,9}

How the Program Works

-  **Mentee** selects up to 3 potential **Mentors**.
-  CVI matches **Mentee** with 1 **Mentor** and connects them.
-   **Mentee** and **Mentor** schedule a meeting.
-  **Mentee** provides **Mentor** and CVI with *Goals for Mentorship* meeting.
-  Before the meeting, **Mentor** reviews **Mentee's** goals and the *Mentorship Guidelines* below.
-   **Mentee** and **Mentor** meet for 30-45 minutes.
-  **Mentee** provides **Mentor** and CVI with *Mentorship Meeting Summary and Objectives*.
-  **Mentor** follows up with **Mentee** when necessary.
-  After five months, CVI Reminds **Mentee** and **Mentor** to schedule their next meeting.

Mentee Guidelines

-  **Communicate effectively** - Actively listen to your mentor and try to repeat back the advice they give you to ensure you are both on the same page.
-  **Commit to self development** - Be receptive to advice, feedback and, constructive criticism. Follow through on tasks you set for yourself and assume responsibility for completing them.
-  **Be open and honest** - Transparency about your goals, expectations, challenges, and concerns enables your mentor to better support you.
-  **Respect** - Be conscious of your mentor's time and resources. Come to the meeting prepared and let them know you appreciate their support.
-  **Be proactive** - Take the lead! With scheduling, following-up, asking questions, and stating what *you* think your next steps might be.
-  **Have Trust** - Trust that your mentor wants you to succeed and is doing their best to help guide you towards success in your goals.

Based on [Making the Most of Mentors: A Guide for Mentees](#), Terzan et al (2009).

Goals for Mentorship Meeting

Before your meeting, you will be prompted by CVI to complete a form asking you to describe up to three goals to:

- Give your mentor the opportunity to prepare their thoughts around how best to help you.
- Ensure you have a plan for what you want to discuss to use the time wisely.
- Put yourself in the mindset of reflecting on your ultimate career goals.
- Pre-planning makes mentorship meetings significantly more productive.¹⁻¹⁰

Meeting Summary and Objectives

After your meeting, CVI will ask you to document both a summary of the meeting and a short and achievable set of objectives for the next six months. By doing so, you ensure that you get the most out of the advice and plans you develop with your mentor. Your conversation guides you in developing a set of objectives to pursue that will ultimately set you up for success.

Evidence-based practices, including reflection and structured feedback, have been shown to improve trainee success.^{3,11}

Individual Development Plans (IDPs)

Assessments of IDPs have shown that they:

- Help you plan your career.
- Help you identify skills you have and abilities you want to develop.¹²
- Are correlated with greater reports of satisfaction and scientific productivity.¹³
- Really work!^{3,5,14,15}

Create one now via [AAAS](#) or [Stanford](#)!

Mentorship Meeting

Before the meeting: Make sure you prepare and share your goals for the meeting. Use tools such as an IDP to identify areas of personal or professional development.



During the meeting: Work with your mentor to identify opportunities and plans to make progress on your goals. Be open to their input, seek clarity of understanding, and try to identify concrete tasks you can make progress on.



After the meeting: Document what you have discussed and develop a short set of realistic and achievable objectives.