

# Stanford Trainee Mentorship Program

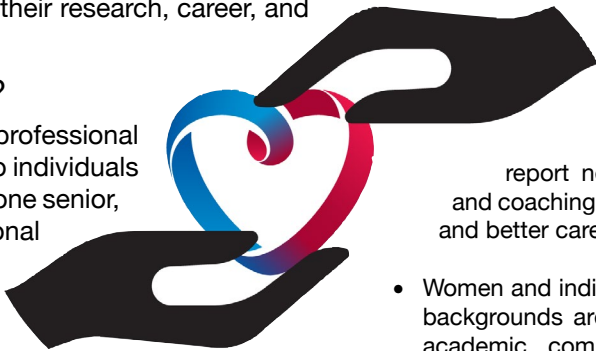
## Cardiovascular Institute

### 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

- Mentoring allows you to improve academic performance within your community and create an environment that is both supportive and engaged.
- Individuals who are actively engaged in mentoring report new insights into management and coaching, increased personal fulfillment, and better career outcomes.
- Women and individuals from underrepresented backgrounds are better integrated into STEM academic communities if they experience positive mentoring.

### How the Program Works

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

### Mentor Guidelines

-  **Communicate effectively** - Engage in active listening with the mentee, provide constructive feedback, and recognize that communication styles differ.
-  **Promote professional development** - Help the mentee to set career goals, develop and refine plans, develop a professional network, and access resources. Recognize the impact you have as a role model.
-  **Address equity and inclusion** - Reflect on and account for the biases and assumptions you may bring to a mentoring relationship.
-  **Align expectations** - Create a safe space for mentees to make their expectations explicit.
-  **Assess understanding** - Work to understand what the mentee is capable of and consider what the mentee can do to further develop and achieve success.
-  **Foster independence** - Positively motivate the mentee, acknowledge their contributions, and help them navigate their path toward independence.

Based on the National Academies of Sciences, Engineering and Medicine - [The Science of Effective Mentorship in STEMM](#).

### Areas for Mentor Input

- Aid in preparation of the mentee's individual development plan and evaluate its progress.
- Provide critical input on grants and manuscript preparation.
- Provide a letter of reference, suggestions of ways to showcase trainee's success, or information about job opportunities.
- Participate in mock interviews, or give feedback on talks.



Qualities that trainees seek in their mentors, from a 2018 survey of STEM scientists<sup>1</sup>.

### The Mentorship Meeting

Mentors will be provided with information about the trainee's goals before the meeting. Taking even a short amount of time to review this information can make the meeting significantly more productive<sup>2</sup>.

During the meeting, review the trainee's progress on their goals and, in an encouraging way, help the mentees reflect critically about their plans, abilities, and ideas. Studies show that trust is improved when mentors encourage trainees to take the lead in goal-setting conversations<sup>3, 4, 5</sup>.

Communication is facilitated by being open, encouraging, and actively listening to try to understand the mentee's needs. When mentoring relationships fail, poor communication is typically a root cause<sup>6, 7, 8</sup>.

By being honest, transparent, and including information about challenges you have faced in your own career, trainees will develop confidence in themselves and trust in their mentors and community.