How to get the most out of your mentor?

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What is a mentor?
Outcomes of mentorship

- Promote career development and satisfaction
- Enhance faculty productivity (mentoring is linked to funding and publications)
- Increase interest in academic careers
- Predict promotion in academia
- Improve self efficacy in teaching, research and professional development
- Increase the time that clinician educators spend in scholarly activities
- Improve success of women and underrepresented minorities in academic health careers
- Lead to less work-family conflict
How do you identify a good mentor?

- Mentors should be enthusiastic about the role.
- Mentors should fit you.
- Mentors value learning.
- Encourage you to step out of your comfort zone.
- Active listeners.
- Know how to provide feedback.
- Treat others respectfully.
- Experts in their field.
Qualities of a good mentor

• Competence
  • Professional knowledge and experience
  • Respect
  • Interpersonal skills and good judgement

• Confidence
  • Shares network of contacts and resources
  • Allows protégé to develop on own terms
  • Takes risks
  • Shares credit

• Commitment
  • Invest time and energy
  • Shares personal experience
“... it is not clear that mentors and mentees need to be of the same sex”
[or race, sexual orientation, ____].”
“produce not only surgeons, but surgeons of the highest type, men who will stimulate the first youths of our country to study surgery and to devote their energies and their lives to raising the standard of surgical science.”
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WILL YOU BE MY MENTOR?

YES I WILL! YOU ARE WISE TO ASK BECAUSE IT SHOWS YOU HAVE THE DRIVE TO SUCCEED.

EXACTLY!

GIVE ME ONE GOOD REASON I SHOULDN’T FIRE YOU.

MY MENTOR IS YOUR BOSS.

Mentors with influence
How many mentors do you have?

How many mentors should you have?
Role of mentee

- **Initiate Contact**
- **Identify Your Areas of Need**
- **Be Reliable:**
  - Be on time, avoid canceling and be mindful of the mentor’s time
- **Self-Motivation:**
  - It is up to you what you get from this relationship
- **Maintain an Open Mind,**
  - And do not be afraid to be challenged: the only way to improve is to question the status quo
Before the meeting

Make sure you have a clear understanding of what you want to obtain from the conversation.

Be concise- what are the most pressing issues you want to cover?

Provide with all background information that can be useful for your mentor.
After the meeting

- Make notes or a to do list
- Don’t forget to be courteous... send thoughtful thank you note, small gesture of appreciation
- Follow-up with your mentor
May you have the fortune of having many mentors join in and out of your life’s journey.