

Effective Mentoring Practices

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Outcomes: By the end of this session, participants will be able to...

- Identify qualities of an effective mentor
- Describe how principles of teaching and learning translate to mentoring students
- Communicate aspects of their mentoring philosophy

What is Mentoring?:

- Mentors support & encourage mentees to:
 - develop skills
 - improve performance
 - maximize potential

Activity: What are the qualities of a good mentor? (Think-pair-share)

- Take 2 minutes to reflect on the qualities of a good mentor
- Pair up with your neighbor(s) to discuss
- Opportunity to share with larger group during debrief

What makes an effective mentor?:

- Willing to pass on knowledge/expertise
- Capable of active listening
- Reliable & trustworthy
- Desire to help mentees be successful

Mentoring styles:

- 6 basic types: network, group, minute mentoring, mentoring circle, invisible, reverse
- Vary depending on personal preferences and/or settings

Functions of a mentor:

- Sponsorship
- Visibility
- Coaching
- Role model
- Advice/Counsel

Phases of a mentoring relationship?:

- Identifying responsibilities
 - Understanding motivations to be a mentor/mentee
- Negotiating responsibilities
 - Discussing expectations of mentorship for all parties

- Facilitating responsibilities
 - Communicating progress and adjusting expectations as needed
- Graduation from responsibilities

Things to consider with negotiating responsibilities:

- Communication of expectations
- Being flexible with expectations
- Co-developing a plan with reasonable milestones
- Being honest/realistic about time commitments
- Discuss Mentoring compacts – e.g.,
<https://www.educause.edu/visuals/shared/pd/MentoringForm.pdf>

Common issues that arise with mentorship

- Intellectual – learning to ask questions, material comprehension
- Personal growth – developing confidence/independence
- Interpersonal – handling differences in backgrounds and experiences

Activity: What challenges have you experienced as a mentee and how will this shape you as a mentor? (Reflection)

- Take a few minutes to reflect on your own experiences as a mentee
- Take notes on what elements from past mentors you'd like to emulate

Learning principles and their Relation to Mentoring

- Short summary of 7 principles from **How Learning Works**
 - Prior knowledge matters
 - Practice with feedback is important for growth
 - Organization is key to develop expert thinking
 - Motivation is a huge factor in success

Closing Activity: What is your mentoring philosophy? (~5 minute paper)

- Considering our discussion today, how would you describe your mentoring philosophy?
- Feel free to draw from your prior experiences as a mentor and/or mentee
- How do you expect to grow as a mentor during your time here at Caltech?

Additional Resources:

<http://sites.nationalacademies.org/PGA/bhew/mentoring/index.htm>

<https://www.brown.edu/sheridan/teaching-learning-resources/mentoring-resources/effective-mentoring-practices>

<https://stem.northeastern.edu/resources/faculty/mentoring/>

<https://www.educause.edu/careers/special-topic-programs/mentoring>