

ACTIVITY #2:

PERSONAL ASSESSMENT OF YOUR MENTORING NEEDS

Adapted from Carey EC, Weissman DE. Understanding and Finding Mentorship: A Review for Junior Faculty. Journal of Palliative Medicine. 2010; 13:1373-1379

1. Establish a framework for decision-making:

a. What is my mission?

(e.g. What motivates you to work so hard?)

b. What do I hope to achieve?

(e.g. Medical director, Innovative program, outstanding clinician, supervisor)

c. How do I define success?

(e.g. Well respected, autonomy, independent funding, being home for dinner)

2. What are my professional and personal goals?

a. Short term *(e.g. submit manuscript, strong match):*

b. Intermediate *(e.g. promotion, pay raise):*

c. Long term *(e.g. national reputation, career satisfaction):*

3. Assessment of strengths and challenges (personal and institutional):

a. Strengths

(e.g. networking, enthusiasm, teaching, interpersonal skills, professional demeanor)

b. Challenges

(e.g. organizational skills, time management, coping with stress, information technology)

4. What is my working style?

a. What helps me work more effectively?

(e.g. deadlines, clear expectations)

b. What makes work challenging?

(e.g. interruptions, unreasonable expectations, computer literacy, lack of support)

5. What are my specific mentoring needs?

(e.g. grant writing, office management skills, work-life balance, curriculum development, professional development)

6. What qualities do I value in a mentor?

(e.g. availability, expertise, reliability)

ACTIVITY #3:
CHALLENGING MENTORING CASE SCENARIOS

Your small group should one of the following scenarios together.

If time permits, you can discuss other scenarios that are pertinent to the group.

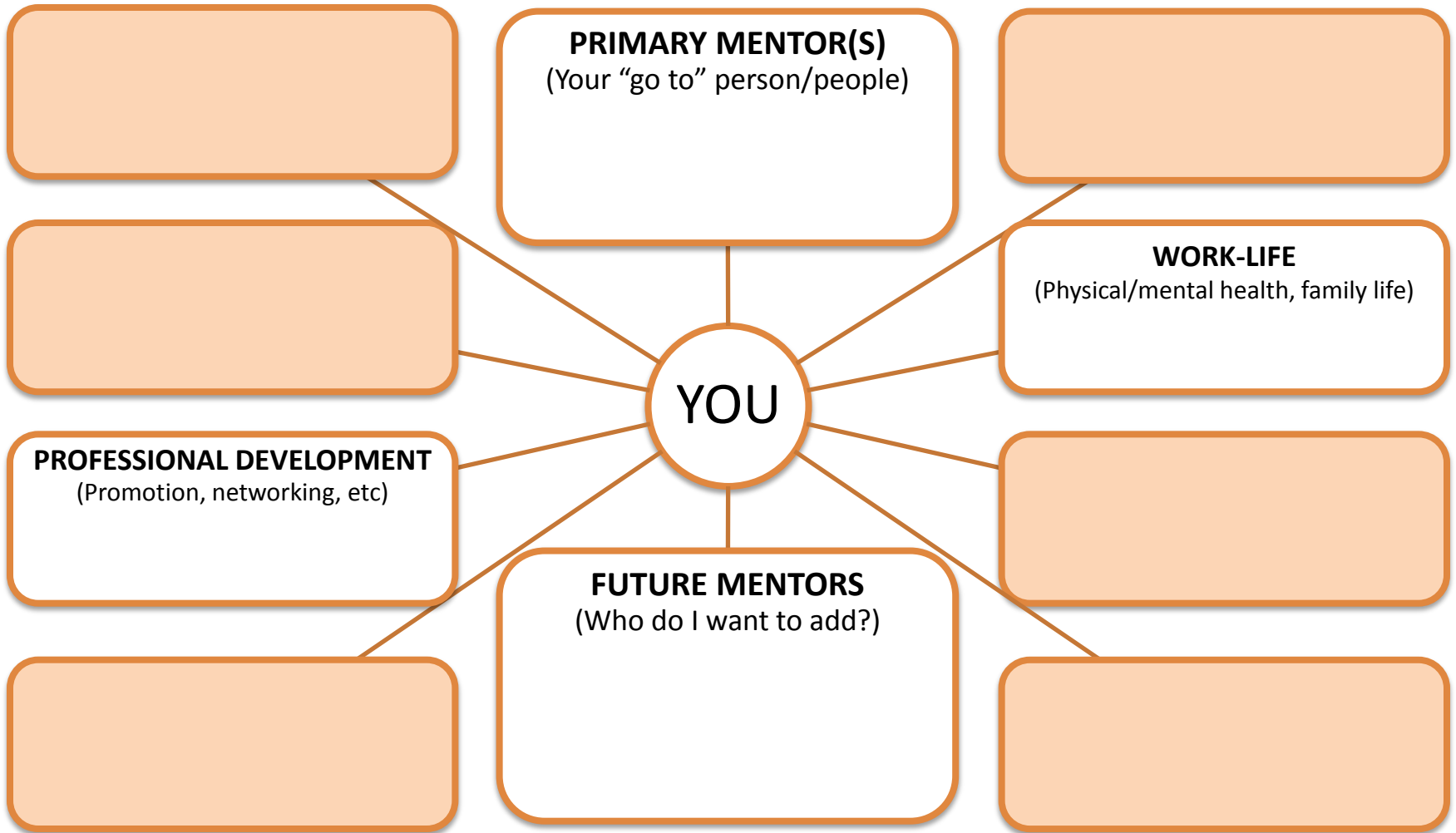
SCENARIO #1: You would like to start up a new project; however, you don't know anyone in your institution that might be able or willing to help you with it. How do you go about finding a mentor for this specific project?

SCENARIO #2: Your mentor (who is also your boss!) has suggested that you participate in a committee that will help your career, but you are concerned that it will take too much of your time. How do you proceed?

SCENARIO #3: You receive conflicting advice from two of your trusted mentors. How do you determine what advice to use?

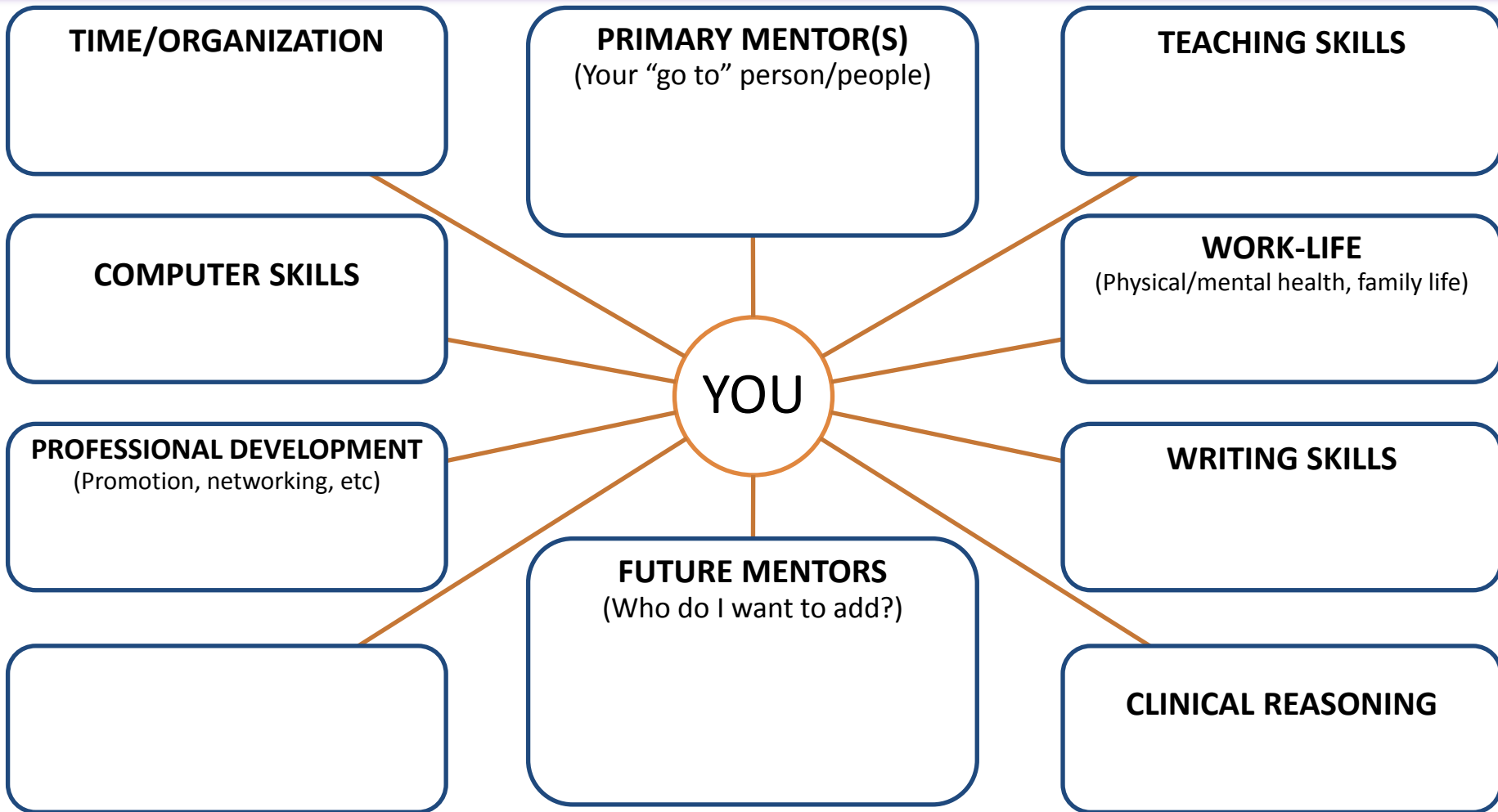
SCENARIO #4: Do YOU have a challenging mentoring scenario that you would like to share with the group?

Mentoring Portfolio



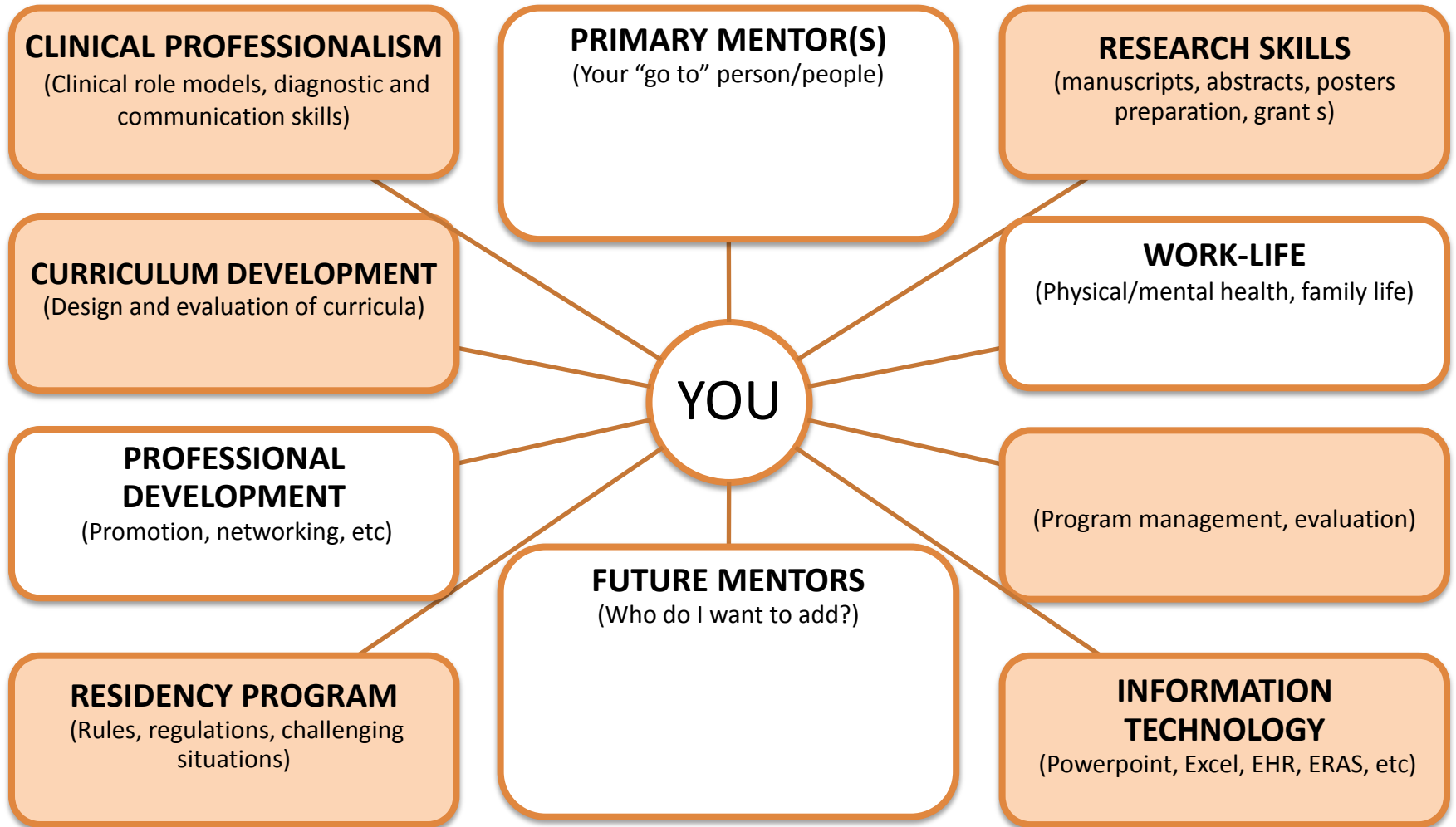
1. Place the initials of your mentors in the box that describes how they mentor you. The same person can be used multiple times.
2. After each set of initials, add a dash (-) and indicate whether they are senior (S), peer (P), or junior (J).

Dr. _____ Mentoring Mosaic



1. Place the initials of your mentors in the box that describes how they mentor you. The same person can be used multiple times. Create new categories that are specific to your needs.
2. After each set of initials, add a dash (-) and indicate whether they are senior (S), peer (P), or junior (J).

Dr. ___ Mentoring Portfolio



1. Place the initials of your mentors in the box that describes how they mentor you. The same person can be used multiple times.
2. After each set of initials, add a dash (-) and indicate whether they are senior (S), peer (P), or junior (J).