Mentor and Chill: Building a successful mentor/mentee relationship

Katherine A. Miller, PharmD, MHA
March 24, 2017
Objectives

• Define mentor
• Describe characteristics of a passionate mentor
• Strategize steps for a successful mentor/mentee relationship
• Understand components of effective mentorship
  – Performance Extremes / Expectations
  – Invisible Mentorship
  – Breaking Up
Mentor

• “Wise Advisor” – Dictionary.com

• “1. a friend of Odysseus entrusted with the education of Odysseus' son Telemachus 2. trusted counselor or guide, tutor, coach” – Merriam-Webster
Coach/Mentor/Sponsor

• Coach – Tells you what to do and how to do it
  – Talks at you

• Mentor – Shows you what it takes to be successful and helps you find your way there
  – Talks with you

• Sponsor – Tells others what you have accomplished to promote you
  – Talks about you
Mentorship

“Mentorship is a personal developmental relationship in which a more experienced or knowledgeable person helps to guide a less experienced or less knowledgeable person. The mentor may be older or younger, but have a certain area of expertise. It is a learning and development partnership between someone with vast experience and someone who wants to learn.” - Wikipedia
Mentor/Mentorship

- Who has a mentor?
- Whose mentor knows they are your mentor?
- Mentoring can take on a formal or informal status
Characteristics of a Successful Mentor
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“I pretty much just do whatever Oprah tells me to.”
Characteristics of a Successful Mentor
Characteristics of a Successful Mentor

• Has an identified area of expertise or experience
• Respected by their colleagues
• Trustworthy

• Can identify strengths and weaknesses in others
• Willing to support a mentee
• Willing to challenge a mentee
Developing a Formal Mentor/Mentee Relationship

• Set ground rules
  – What will you talk about?
  – What questions will you (not) answer?
  – How often will you meet?
  – How will you provide and receive feedback?
Your First Meeting

• Intimidating!
• Exciting!
• Overwhelming!
• Exhausting!
Your First Meeting

• Expect your mentee to come to the meeting with little to no preparation
  – How to find and succeed as a mentor (Tryon, White)

• Prepare questions to facilitate conversation

• Make it uncomfortable!
  – (But be supportive!)

• Expect the best, but prepare for the “worst”
Your First Meeting

• Ice breaker
• Identify what strengths you bring to the relationship
Your First Meeting

• Come prepared!
  – What do you want to get out of our mentor/mentee relationship?
  – What are your career goals?
  – What are your strengths and weaknesses?
  – What can I help you accomplish today?
  – What excites you about your career/job/role?
Providing Feedback to your Mentee

• Determine your mutual comfort level with the type of feedback you want to provide
  – Compliment sandwich
  – Guidance
  – Factual
  – Short and sweet
  – Sampler platter
Determine Next Steps

• How did it go?
• What could you have done differently?
• What if you disagree on a topic?
Performance Extremes / Expectations

• Learn to guide decisions, not make them

• This takes practice!
It Takes a Village

Maybe you’re not the person who is going to be able to hit it home with the tough message.

Be the bigger person and search out someone who can provide this message.
When all else fails....

crucial conversations

High Stakes

Opposing Opinions

Strong Emotions
What if they didn’t ask?
Mentor v Role Model

You are always a role model, whether you want to be or not. We all need good and bad role models in our life. Be the good one. Not the bad one.
Invisible Mentorship
Invisible Mentorship

- Suggest new opportunities
  - Leadership roles
  - Organizational involvement
  - Precepting opportunities
  - Presenting opportunities
  - NETWORKING

- Technicians
- Residents
- Colleagues
Long-Distance Mentorship

- It can work, too!
- Reset your expectations
- Evaluate technology opportunities
Breaking Up

• Usually, the communication simply sizzles out
• Sometimes a formal break isn’t needed
• We all grow up and move on
• Sometimes we simply re-evaluate when and how we need mentors or mentees in our life

*Greatest Compliment*
When a mentee surpasses the mentor and the mentor can no longer provide growth opportunities and guidance
Breaking Up

Emotional Bank Account has run dry
Pay It Forward

Mentors

"We make a living by what we get, we make a life by what we give."

-Winston Churchill
A truly great mentor is hard to find, difficult to part with, and impossible to forget.
References


Questions?