

Keys to Establishing your Mentor Network

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Mentor Models



Single Mentor - Guru



Multiple Mentors – Board of Directors

Benefits of Multiple Mentors

- **Gain advice on different parts of your life**
 - You have multiple facets to life – your career, research, family, race, gender, etc
 - Having a “one-size fits all” approach isn’t sufficient
 - Multiple mentors can help meet the needs of the different areas of your life

Benefits of Multiple Mentors

- Gain advice on different parts of your life
- **Acquire deep knowledge in your field or skill**
 - Each mentor has a different set of skills and experiences that can help you based on your need
 - Multiple mentors can provide various solutions or advice for a particular problem

Benefits of Multiple Mentors

- Gain advice on different parts of your life
- Acquire deep knowledge in your field or skill
- **More accessibility to mentors**
 - Not all mentors will be available every time you need advice
 - Multiple mentors can be very helpful when you need an immediate response

Benefits of Multiple Mentors

- Gain advice on different parts of your life
- Acquire deep knowledge in your field or skill
- More accessibility to mentors
- **Expand your network**
 - Each mentor provides access to their network
 - More connections grows your networking circle – e.g. opportunities for collaboration or contacts for information interviews

Benefits of Multiple Mentors

- Gain advice on different parts of your life
- Acquire deep knowledge in your field or skill
- More accessibility to mentors
- Expand your network
- **Increase awareness of new opportunities**
 - Your mentors will likely pass on information as it becomes available
 - Crucial during job search!



How do you identify additional mentors?

Step 1: Think about your mentoring needs

- What do I have? What areas am I lacking or need more of?

Coaching or guidance

Critic (identify strengths/weaknesses)

Vision (seeing the bigger picture)

Support

Strategic planning (long-term goals)

Conflict management

Problem solving

Conflict management skills

Leadership

Access to opportunities

Honest feedback

Advocacy

Sponsorship

Safe space

Step 2: Create a Mentoring Map

- Prioritize the needs identified in Step 1
- Select 2-4 areas that you can focus on for your map



Example Framework



Step 3: Map a person to each category

- In your current network, are there people you know that may be able to provide those needs?
- Is there someone in a position you would like to see yourself in?
- Utilize the Second Mentor list – areas of interest are there!
 - <https://ncifrederick.cancer.gov/diversity/SecondMentorProgram/Default.aspx>
- Talk to your peers/colleagues about their PIs or mentors

Examine your network



Map people in your network to each category



Step 4: Network and establish connections

- Attend the Mentor Mixer (Spring and Fall)
- Utilize your network!
 - Email introductions can be helpful
 - Send an invitation on LinkedIn – add a personal message if possible (e.g. Carla recommended I reach out to you...)
- Rules of Networking
 - Is a symbiotic relationship – not one-sided
 - Follow-up and maintain contact with those who assist you
 - Build relationships (don't spam people or just ask for connections/job)

What do I say?

- Ask your mentor to tell a story from his or her career
 - E.g. How did you land your current position? Or How did you build the skill of public speaking?
- Identify a challenging situation, share it with your mentor, and ask him/her to be a sounding board.
 - E.g. I'm considering a career transition. What do you see as the pros and cons?
- Identify a skill you currently want to develop, and ask your mentor for advice or resources
 - E.g. How can I become better at managing people who do not report to me?

Additional questions to ask

- Anything about their family, occupation, recreation and motivation (builds rapport)
- What used to be your biggest weakness and how did you overcome it?
- Is this where you thought you would end up?
- How can I help YOU?
- Who else would you recommend I connect with?
- What professional organizations are you associated with and in what ways?
- If something else comes up, can I follow up with you?
- How often are you available to meet?

Final thoughts

- You may need to revisit every 6 months, or as your circumstances change
- What do I have? What do I need?
 - Where am I in my career? Where do I want to be? What do I need to get there?
- Consider joining groups and professional organizations to extend your network
 - Peer-to-peer mentoring

For more information

- Mentoring Map – Claire Horner-Devine

https://www.nationalpostdoc.org/page/POSTDOCKET_1703#

- Link to article – The Kitchen Cabinet of Mentors

<https://www.insidehighered.com/advice/2011/07/06/kitchen-cabinet-mentors>

- More advice on networking – Let's Talk: Networking

<https://ncifrederick.cancer.gov/diversity/Media/Documents/Networking.pdf>

- Help with initiating a conversation – Let's Talk: Elevator Pitch

https://ncifrederick.cancer.gov/diversity/Media/Documents/Let'sTalk_ElevatorSpeech.pdf

Questions?

- Yes, I will post the slides on the FDC website.
<https://ncifrederick.cancer.gov/diversity/Events.aspx>



Join the Frederick Diversity Committee! We meet every 3rd Friday at 1pm in 549.