



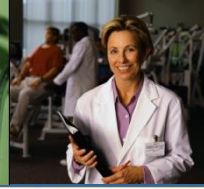
The Importance of High Quality Mentoring

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Who Cares? Why?



High Quality Mentor = Academic Success

- Facilitates career selection
- Career advancement
- Publication productivity
- Achieving grant funding
- Strongest predictor of mentee success is mentor success



Get clear about what you want – Self-Reflection

- Goals & Values
- Work style
- Identify knowledge & skill gaps
 - Career choice, research, personal
- Write down specific goals:
 - 3 months, 1 year, 5 year



You Need Multiple Mentors

- No one person can give you everything
- You are more than just your job
 - Personal life
- Your own definition of success
- Short and Long term goals
- You keep growing and changing over time
- Be persistent



Picking an Appropriate Mentor

A “Good Fit”

- MUST have already succeeded in achieving what you want
- MUST have time for you
- MUST be interested in you
- MUST be able to LISTEN to you –
It's your agenda not theirs



Picking an Appropriate Mentor

A “Good Fit”

- Ask around –
 - Ask their current/previous mentees
- Compatible interests
- Compatible personalities
- Compatible work styles



Peer vs. Junior vs. Senior Mentors

Not All Created Equal



Being a Good Mentee

- Tell the TRUTH!
- Don't tell them what you think "they want to hear"
- TAKE the initiative - Don't be shy!
- Mentors are busy - Chase them a little
- "Follow-Through"



A Good Meeting – Take Ownership “Managing Up”

- Mutually agreed upon expectations & goals
- Meeting agenda – Send in advance
- Discussion Points
- Scheduled feedback – “Check in” – times
- Schedule the next meeting right away
- Follow – Through soon - Proactive



Top 10 Reasons That Tell You That Your Mentor is “NOT Really That Into You”

- 10) You don't look forward to the meetings
- 9) Not allowed to have your own idea -
Mentor wants a clone
- 8) Doesn't review any materials you send
- 7) Whatever you send is always 'perfect'
- 6) Lots of negative feedback
- 5) Very little or no positive feedback



Top 10 Reasons That Tell You That Your Mentor is “NOT Really That Into You”

- 4) No advice on how to navigate the system
- 3) Doesn't show you off (networking)
- 2) You don't have a (first author) publication
- 1) Cancels constantly and doesn't respond to your emails