

SCORE

Study Coordinators Organization for Research & Education

Mentoring 101: What do you need? What do you want?

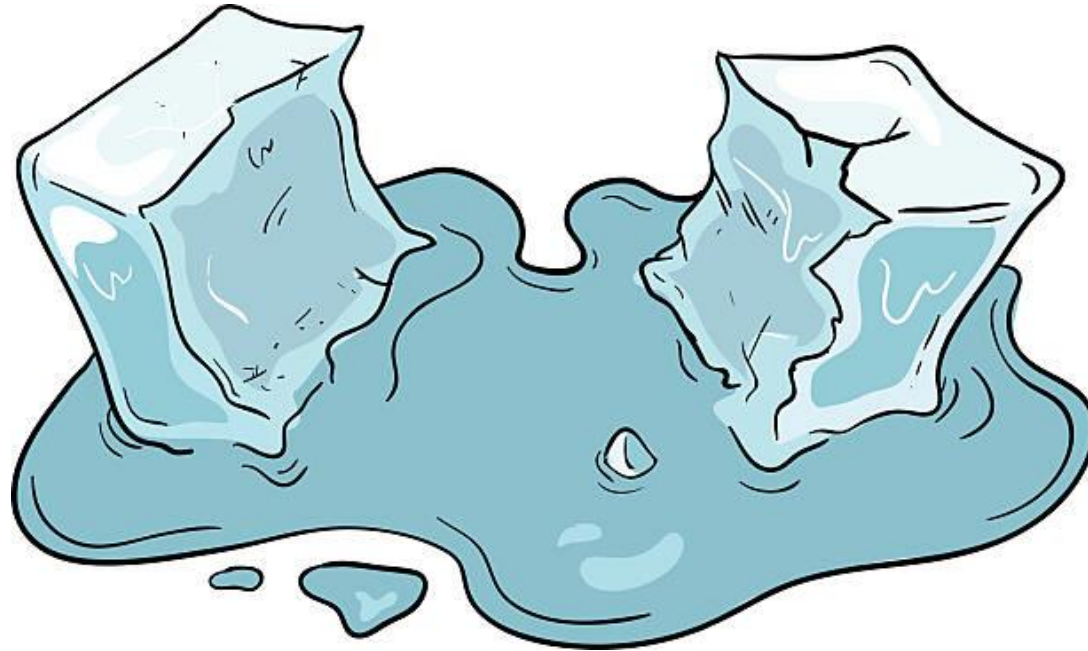
Brittany Greco, CCRA

Seyhan Sagcan, MPH

Katie Crane

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Ice Breaker



Candy Questions

Tell us your name

AND...

For every piece of candy, please answer one of these questions:

- Tell us something about yourself?
- Do you want to be a mentor or a mentee?
- What are you looking to get out of a mentor?
- Is there anything you need help with?
- Do you have a piece of advice for your fellow coordinator?



What is Mentoring?

From Greek mythology, we get the designation ***mentor*** – for a trusted and experienced advisor.

- In work organizations, a mentor can provide coaching, friendship, sponsorship, and role modeling to a less-experienced protégé.
- Mentoring is a unique, reciprocal, learning partnership between two people that involves psychosocial and career support

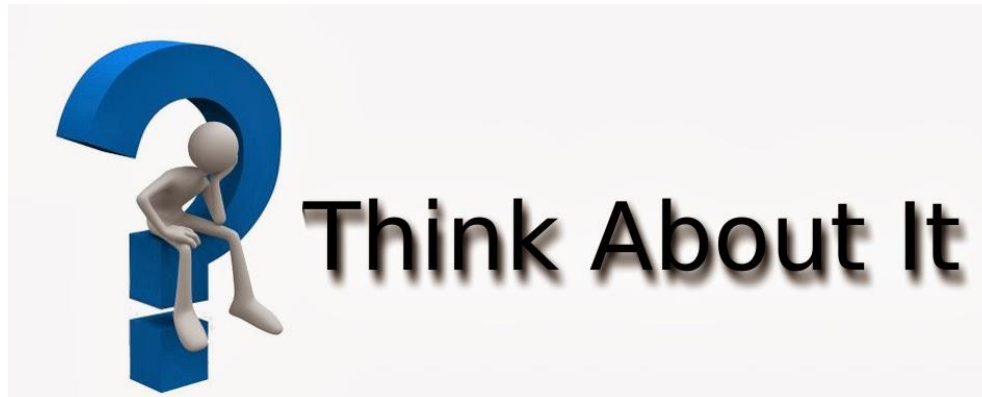


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Benefits of a Mentor?

Think about one person who has been a mentor for you in the past

Brainstorm examples of how you have benefitted from this mentor



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What can mentoring do for me?

- Mentoring can contribute to employee motivation, retention, and the cohesiveness of the organization
- Mentoring can contribute to the development of leaders encourages
- Mentoring creates two-way communication and boosts confidence

What's in it for you?

As a Mentor:

Mentoring is voluntary

Extremely rewarding experience

Can help enhance your own skills development and career progression

Helps you to develop skills to support mentees

As a Mentee:

Building a network of expertise to confide in

Being able to adjust your goals more quickly and effectively

Learning new skills and knowledge

Who can be my Mentor?

- A mentor can be a variety of individuals, including managers, peers, trainers and personal friends
- Any coordinator who participates in SCORE can sign up to be a mentor or mentee

What is a great mentor?

- Willingness to share skills, knowledge and expertise
- Demonstrates a positive attitude & acts as a positive role model
- Values ongoing learning & growth
- Provides guidance & constructive feedback
- Motivates others by setting a good example
- Values the opinions and initiatives of others
- Exhibits enthusiasm in the field
- Has patience
 - Most mentor-mentee relationships develop over time

How Do I Start?

Define personal mentoring needs

Construct a range of supportive professional relationships

Create a personal action plan for mentoring

Align your goals and values

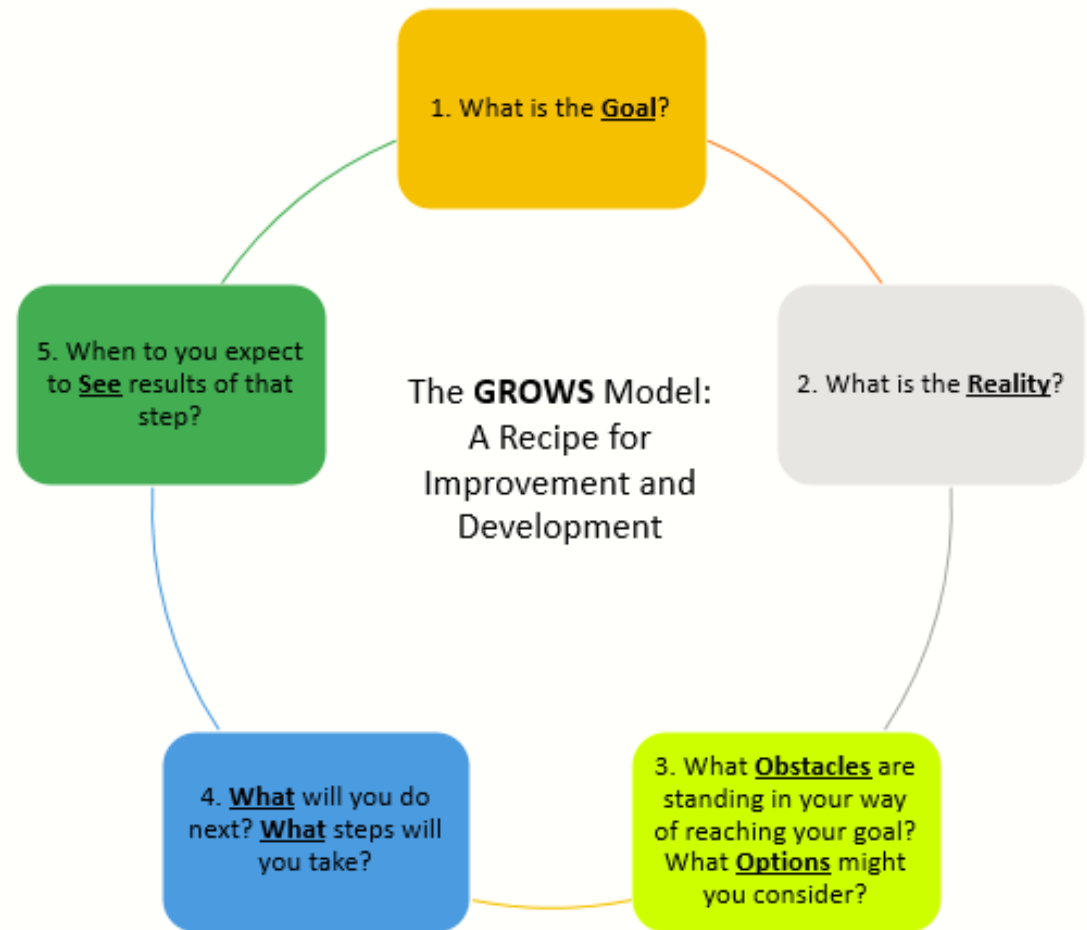
Exercise: Finding your Mentor

In this room:

Please raise your hand if you have been a coordinator for 3 or more years.

For those with less than 3 years of experience as a coordinator, identify those with more than 3 years of coordinating experience and introduce yourself.

Sample Model for Goal Setting: The GROWS Model



On your activity sheet...

- Discuss your goals
- Consider recent situations that have caused you difficulty
- Pick examples that speak to your mentoring objectives
- Decide on one or two key areas where you need to develop expertise or comfort

Discussion

- Would anyone like to share?



Next Steps:

- Continue to Identify and Prioritize Topics for Future Meetings
- Based on your goals, create milestones – they'll give your plans direction, and help you measure progress
- This Fall, SCORE would like to host a 2 hour in person meeting designated for mentoring
- If you need help finding a mentor that is aligned with your goals, please contact us



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