

Mentoring:

What is Mentoring,
Do I need Mentoring
How do I get Mentoring
How do I become a GREAT Mentor

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What's the difference between

Admiral Lord Nelson

&

Blackbeard the Pirate?

What's the difference between
Genghis Khan
&
Mahatma Gandhi?

The Answer

Two great seamen and
Two great leaders.

But very different styles.

Mentoring Could be the Difference

If Hitler's painting mentor had been Van Gogh, would the course of history been changed?



What does “Mentor” mean?

“experienced teacher or advisor to a less experienced person”



Derivation: **Mentor** was the teacher of Odysseus's son Telemachus.

You will have Many Mentors

- Child Rearing
- Clinical Medicine
- Teaching
- Marital
- Etc.
- Research

Now Comes the Advise

Gospel according to Morey

- Others will have other opinions
- YOU must integrate this information for your own needs
 - If you are successful with a mentor
 - Give them some credit –
 - Even you might question their contribution or
 - If they really contributed
 - If you are successful without a mentor
 - You are brilliant, savvy, motivated, insightful etc etc
 - If you are less than successful with a mentor
 - Blame the mentor
 - Might have been less successful without one
 - If you are less than successful without a mentor
 - get the idea

Research Mentors

➤ Who Needs One

- ❑ Anyone who has not held an RO1
 - (and Maybe even then)
 - Perhaps until your 1st successful competing renewal
- ❑ May need more than one

➤ Pick One

- ❑ Who is experienced, funded and productive
- ❑ Who will give HONEST CRITICISM
- ❑ Who is accessible
- ❑ With whom you are comfortable

Your Obligation to a Mentor

- You must have a vision of your future
 - A Constantly revising Five year plan
 - Suggest you write down your 5 yr plan
 - A research Grant does just that!!

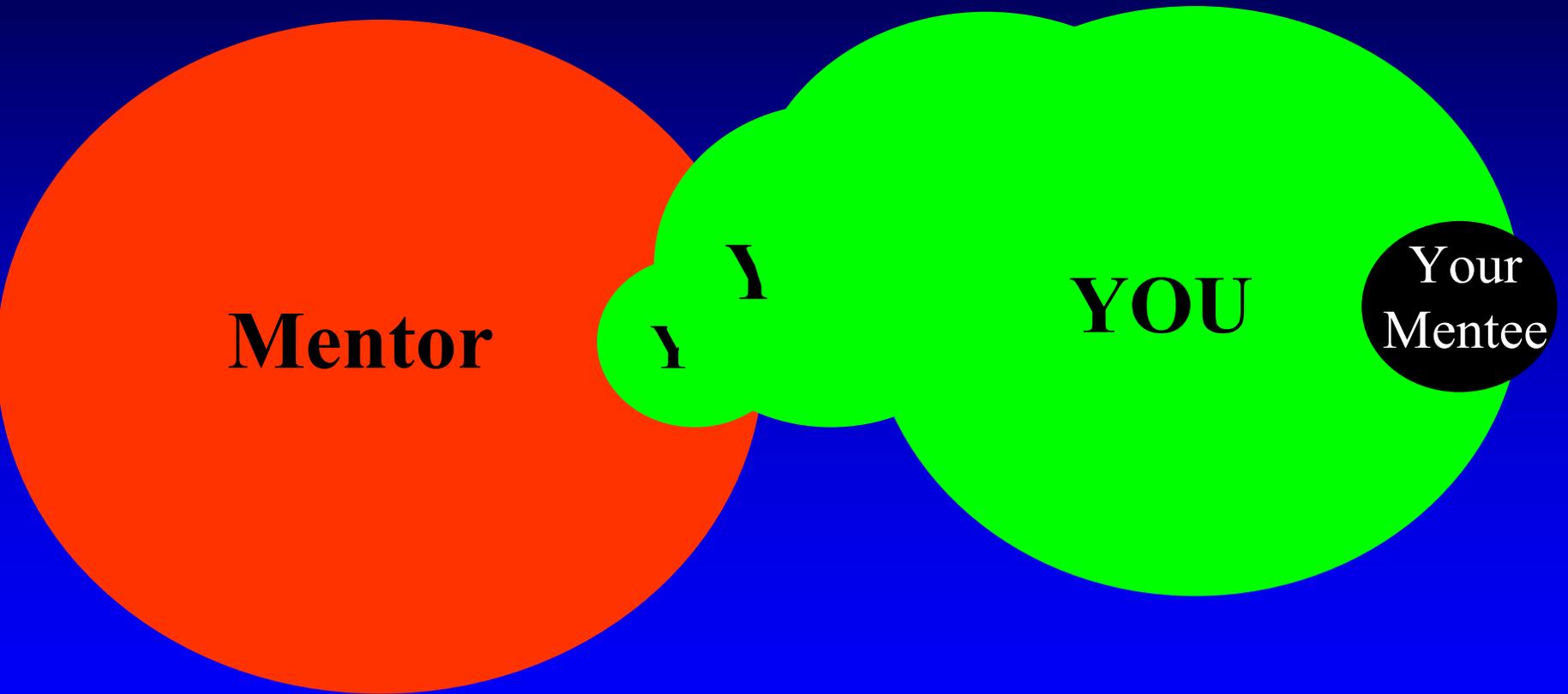
Characteristics of a Mentor

- Has Primary experience in research
- Has and continues to be successful i.e. NIH Funded
- Someone that you can trust and is forgiving
- Some one from whom you are willing to accept
 - Support
 - Feedback
 - Criticism
 - Council
 - Consol and
 - A Kick in the Rear

Characteristics of a Mentor

- Willing to give of their
 - ❑ Time
 - ❑ Experience
 - ❑ Resources
 - ❑ Ideas
 - ❑ A piece of themselves
- Willing to let you
 - ❑ Take a piece of their Research with you
 - ❑ Establish your own independent research career

Time Lapse of Your Career



Having A Great Mentor

➤ Positives

- ❑ Some of the glory rubs off on you
- ❑ Your training will always be part of your CV
- ❑ Exposed to
 - Great ideas and discussions
 - A way of thinking
 - Established and developing techniques
 - Other Developing Scientists
- ❑ Opportunity to
 - share your ideas and
 - receive critical and constructive feedback

Having A Great Mentor

➤ Negatives – particularly if at the same Institution

- Your work viewed as that of your Mentor
 - Hinders the perception of you as Independent
 - May impair Funding
 - Delay entry to Societies and organizations
 - Delay you giving Invited talks
- Provides fertile ground upon which to
 - Compete
 - Conflict
 - Can make for a destructive relationship over time
- If your Mentor is a Junior Faculty Member
 - He / She is still trying to established independence and recognition

The Ideal Mentor

- Is over 80
- Kind, forgiving, hardworking, non-possessive
- Is PI on 3 RO-1 Grants
- Has Nothing to gain by being
 - ❑ first author or
 - ❑ Author at all on anything that you produce
- Has a great lab
- Has only 1 or 2 fellows or trainees
- Sends Trainees into the real world with
 - ❑ Several workable strategies
 - ❑ Even help you write an independent grant.

Were Do YOU Find One

- Where ever you can
 - ❑ Should be local
 - ❑ Should be accessible
 - ❑ Should be a funded and good scientist
 - ❑ Should be willing to help YOU
 - ❑ Should understand your goals and vision
 - ❑ Does not have to be in your division, department, or even College of Medicine
- Could be in the same city
 - ❑ Usually does not work well if in separate cities

How Do YOU Develop into a Great Mentor

- **Christianity** *All things whatsoever ye would that men should do to you, do ye so to them; for this is the law and the prophets.* Matthew 7:1
- **Confucianism** *Do not do to others what you would not like yourself. Then there will be no resentment against you, either in the family or in the state.* Analects 12:2
- **Buddhism** *Hurt not others in ways that you yourself would find hurtful.* Udana-Varga 5,1
- **Hinduism** *This is the sum of duty; do naught onto others what you would not have them do unto you.* Mahabharata 5,1517
- **Islam** *No one of you is a believer until he desires for his brother that which he desires for himself.* Sunnah
- **Judaism** *What is hateful to you, do not do to your fellowman. This is the entire Law; all the rest is commentary.* Talmud, Shabbat 31d
- **Taoism** *Regard your neighbor's gain as your gain, and your neighbor's loss as your own loss.* Tai Shang Kan Yin P'ien
- **Zoroastrianism** *That nature alone is good which refrains from doing another whatsoever is not good for itself.* Dadisten-I-dinik, 94,5