Career Perspectives Seminar
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Getting The Mentoring You Need

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Unpacking Mentoring

Career Functions	Psychosocial Functions
• Coaching/Feedback	• Role Modeling
• Sponsorship	• Counseling/Listening
• Exposure/Visibility	• Acceptance/Confirmation
• Challenge	• Friendship

Adapted from Kathy Kram, Ph.D.

Could a single relationship satisfy all those needs over the course of an individual's career?

Mentoring as a Team Sport

It is rare (and perhaps risky) to receive all the career developmental support you need from just one person.

Why not build a "team"?

Assess Your Own Needs

Clarify your own goals and mentoring needs:

- What are you seeking to learn from a mentor?
- What is your learning style?
- From whom are you currently getting support?
- What are the gaps?

Identify Potential Mentors

Consider peers and senior colleagues inside and outside your unit:

- Who might have the knowledge you seek?
- Who do you admire?
- Who do you enjoy talking with?
- Who challenges you to think differently?

Begin Building Relationships

Clarify your own goals and mentoring needs:

- Reach out to others; initiate conversations
- Ask for what you want, and tune in to the response you receive
- Plan to build trust over time
- Stay open to receiving unexpected support

Think Win-Win

Consider what you might have to offer:

- Energy?
- Perspective?
- Hard work?
- Appreciation?
- A chance to "pay it forward"?

Think of a time when you were a mentor to someone else.

What were the benefits for you in that experience?

Assess Fit Early On

Pay attention to early "data":

- Are you learning?
- Are you enjoying your conversations?
- If the "quantity" is scarce, does the quality make up for it?
- Are you building a mutual exchange?

Periodically Evaluate the Relationship

Be prepared to make changes or end the relationship if necessary:

- Is it time to become more "equal" colleagues?
- Is there dysfunction in the relationship?
- What would it take to express appreciation for what you have learned and initiate a change?

Develop a Repertoire of Role Models

Observe your colleagues and reflect:

- Is this person successful?
- Would this behavior work for me?
- Would I want to be like this person?

Who in your current world might you approach as a mentor?

What action will you take this week to get the mentoring you need ?

Be the Mentor You Seek

Your thoughts?

www.ohsu.edu/mentoring