Getting The Mentoring You Need

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Unpacking Mentoring

Career Functions
• Coaching/Feedback
• Sponsorship
• Exposure/Visibility
• Challenge

Psychosocial Functions
• Role Modeling
• Counseling/Listening
• Acceptance/Confirmation
• 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"?

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