



Mentoring Skills Workshop  
Co-sponsored by  
Oregon Clinical & Translational  
Research Institute and  
School of Medicine Dean's Office  
October 26, 2009

## Creating Your Academic Development Plan

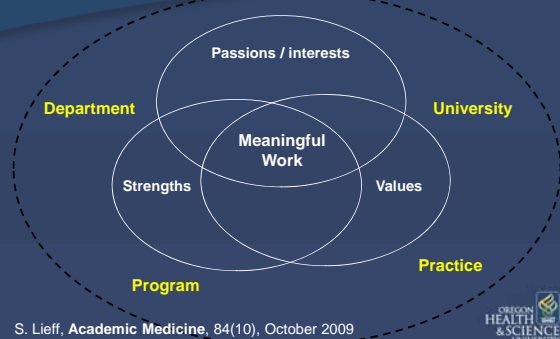
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## Objectives

- Clarify personal strengths and values in the process of creating a personal vision for your academic career
- Discuss specific strategies for maximizing alignment of your career goals with relevant context
- Identify steps to building a personal mentoring team



## Meaningful Work within the Academic Context



S. Lief, *Academic Medicine*, 84(10), October 2009



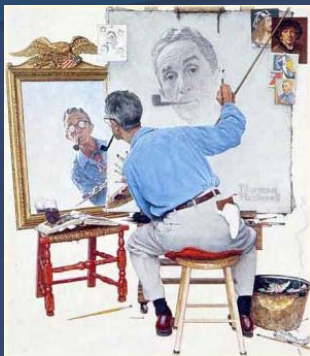
## What is meaningful work?

"...the place where your own deep gladness meets the worlds' deep needs..."

F. Buechner, *Wishful Thinking: A Seeker's ABC*. 1993



## Self Reflection



## What are your values?

"Values are beliefs about what is right and what conscience dictates as the highest priorities in life."

What values are most important to you?  
Select your top three or four as guiding principles.

S. Lief, *Academic Medicine*, 84(10), October 2009



## What are your passions?

“Passion is... strong liking or desire for, or devotion to, some activity, object or concept. Passion has an emotional element that implies joy or pleasure.”

- When are you energized or drained?
- What if you won the lottery?
- What professional legacy do you want to leave?
- What do you definitely want and not want?

S. Lief, *Academic Medicine*, 84(10), October 2009



## What are your strengths?

Reflect on a time when you were in a state of “flow... engaging your highest strengths and talents to meet difficult challenges...”

- Which of your strengths and talents were being used?
- If you asked others to describe a specific time when they saw you at your best, what might they say?

S. Lief, *Academic Medicine*, 84(10), October 2009



## What is meaningful work for you?

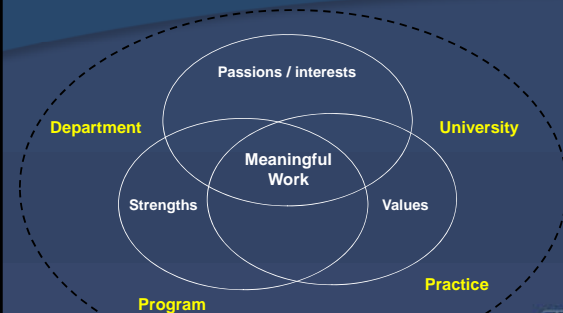
What is the contribution you feel that you are meant to make or the legacy that you want to leave? What sense do you have about what you are supposed to do with your life?

What might help you take the time to reflect on and answer these questions for yourself?

S. Lief, *Academic Medicine*, 84(10), October 2009



## What's your alignment?



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## What are the contexts that are relevant to you?

- **Local** – Department, Program, Unit
- **University** – School
- **Other Institutions** – What professional and/or community organizations or networks are important to you/

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## Questions for exploring alignment with context:

- What does this program or department need?
- What are the program's or department's interests and goals?
- What opportunities and challenges is this institution or setting currently dealing with?
- What are the culture and values of the institution or setting? What are its strengths?

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## Obtaining Mentoring

- Develop a mind-set that allows you to learn from everyone
- Don't limit your mentors to people who look like you
- Mentoring is especially needed during times of career consolidation, career expansion or career advancement



## Build Your Mentoring Team

Seek Mentors/Advisors who provide:

- Assessment (data and insights)
- Challenge (push you beyond comfort zone)
- Support (respect, inspiration)
- Advocacy (open doors)



## Look for “Thinking Partners”

- See many sides of complex issues
- Listen closely for what's said and ask great questions
- Offer new lines of sight
- Curious and empathic
- Free from conflict of interest



## What are your next steps?

- How could you increase the fit?
- What short-term goals or actions would move you toward greater fit and alignment?
- How does your work fit with other areas of your life?
- Who might you connect with to learn more?

