• Pediatric hospitalist (2010-current)

• Mentee: Mentored Career Development Grant (KL2; 2014-2016)

• Primary mentor for several fellows
Be Prepared

• Clarify what you need (pre-work)
  – Coach vs sponsor vs connector
  – Professional vs personal
  – Research vs clinical vs leadership

• Have a written agenda for every meeting
• Dashboard review *(10 mins, see attached)*

• K23 regrouping *(40 mins)*:
  – Follow-up from PHM discussion *(5 mins)*
  – Review new specific aims page *(20 mins)*
  – Discussion re: postponing to get additional preliminary data, allow for better external review *(15 mins)*

• Other stuff *(5 mins)*
Be proactive

• Choose your mentors wisely

• Don’t expect your mentor to reach out to you

• Advocate for yourself and your needs
Deliver on promises & set reasonable expectations

• Do what you say you are going to do
• Don’t make your mentor do all the work
• Give your mentors time to provide feedback on products
Listen

• Take recommendations seriously

• If not following advice, explain why

• If feedback extensive or unexpected, meet in person to discuss

• If getting conflicting advice from mentors, bring everyone together
• Offer authorship, if criteria met

• Share successes: your success is your mentor’s success
  – Tip: Include mentor’s supervisor on emails sharing successes

• Nominate stellar mentors for awards
Reassess the relationship frequently

• Current needs ≠ future needs

• Use goals defined at outset as basis for re-evaluation

• Accept mentors’ limitations

• Move on from ineffective mentors
• Your primary mentor (who is your division head) suggests you participate in a new medical staff committee because he is too busy to represent the division. You are concerned that it will take away from your primary goal of getting a career development award in the next year.
Questions

• What are some red flags?

• Mentor phenotype?

• How might you proceed?

• What are some strategies to use with your mentor to decide whether to accept?
• You recently finished a draft manuscript that is a crucial part of your upcoming K23 grant submission. You emailed the draft to your mentorship team two weeks about but your primary mentor hasn’t responded. He also canceled all meetings for the next month, as he will be at sequential international conferences.
Questions

• Red flags?

• Mentor phenotype?

• Likely outcome without any intervention?

• Strategies to use to get a response?
Look beyond traditional mentorship

• Mentors at other institutions  
  – Local vs distance

• E-mentorship

• Peer mentorship
Build a mentorship team

• One mentor cannot serve all needs (see prework)

• Provides a check to primary mentor