HOW TO BE AN EFFECTIVE MENTOR

LEADERSHIP WEBINAR SERIES, POWERED BY PLANTAE

BROUGHT TO YOU BY: ASPB WOMEN IN PLANT BIOLOGY COMMITTEE
<table>
<thead>
<tr>
<th>PREPARING FOR SUCCESS</th>
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<tbody>
<tr>
<td><strong>Advising/Supervising</strong></td>
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<tr>
<td>• Instructing individuals on what steps/tasks/actions need to be completed</td>
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<td>• Assessing performance</td>
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<td><strong>Mentoring</strong></td>
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<tr>
<td>• Addresses an individual’s personal aspirations &amp; professional goals</td>
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<td>• Skill development through self-discovery</td>
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<td><strong>Sponsoring</strong></td>
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<td>• Referral for a role, position, or high profile project</td>
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<td>• Recommendation for a job, award, or scholarship</td>
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THE MANY HATS OF MENTORS

The Instigator

The Doubter

The Connector

The Cheerleader

The Taskmaster

The Example

The Ally
MENTORING UNDER-REPRESENTED MINORITIES

RACE/IDENTITY/GENDER-MATCHED MENTORS
✓ Holistic engagement
✓ Identify as a role model
× Stress for mentor (expectation without recognition)
× Common interest is better than demographic similarities

MENTORS NOT AN URM
✓ Awareness & intention
✓ Personal growth & learning
× Potential to overlook critical barriers to success
× Potential to ignore/dismiss social identity
GUIDELINES FOR MENTORING

• WHAT YOU HAVE TO OFFER?
  - Do you have time to commit?
  - Be up front about your skills/experience and time

• BUILD RAPPORT & ESTABLISH BOUNDARIES
  - Start with a trial meeting before committing longer term
  - Share some personal information about you
  - Set meeting time, length of mentorship, scope of mentoring

• PROVIDE STRUCTURE & FOCUS
  - Listen
  - Show up –be available
  - Define specific goals
REFERENCES

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jobs.plantae.org/ementor