

# Peer Mentoring for Career Success

Please consider sitting with someone you don't know. Maybe you'll find a new peer mentor!



# Objectives

- Utilize a peer-to-peer mentorship framework to enhance career development.
- Engage in brief “speed peer mentorship” to focus on career development and gain experience in providing and receiving peer mentor support.
- Develop a set of peer mentorship skills to assist with career success.

# Agenda

- Introductions
- Introduction to Peer Mentoring, including our experiences
- Speed peer-mentoring
- Wrap-up

# Introductions



# What is a mentor/mentoring?

- “a trusted counselor or guide”



# Functions of Mentors

## Career-Related

- Teaching
- Enhance visibility and connection in academic environment
- Coaching
- Guidance
- Information sharing
- Moral Support

## Psychosocial

- Develop competence
- Role-modeling
- Encourage self-reflection
- Emotional support
- Personal feedback
- Socialization into profession

# Qualities of a Good Mentor

- Honest
- Sincere
- Active listener
- Understand mentees need
- Create a safe environment for expression

# Why you need a (peer) mentor?

- Having a mentor:
  - Facilitates academic career development
  - Associated with improved job satisfaction and productivity
- It may be difficult to identify and develop relationship with senior mentor.
- Peer mentoring complements traditional mentoring and may have different advantages.

# Traditional Mentor vs Peer Mentor

- More experienced mentor
  - More knowledgeable guidance
  - Professional connections
- Aimed at mentees' needs
- Hierarchical
  - Risk for exploitative relationship
- Risk of homogeneity
  - Mentor teaching mentee to be like him/herself
- Role modeling
- Lack of “suitable” mentors
- Similar experience/rank
  - May limit professional connections and experience in early career
  - Helps with career strategizing
- Mutuality
- Absence of power inequality
  - Supports mutual feedback
- More personalized support
  - Less inhibition
- Information sharing

# Advantages of Peer Mentoring

- Increase career satisfaction and confidence
- Receive critical feedback
- Provide additional, specific accountability
- Foster professional collaborations and networking
- Moderate relationships with colleagues
- Obtain detailed assistance from someone in the trenches

# Challenges of Peer Mentoring

- Professional-personal enmeshment
  - ie avoiding “coffee with a friend” syndrome
- Finding time to meet
- Professional competition among peers
- For early career peers:
  - Fewer cumulative experiences
  - More limited advisory role
  - Fewer professional connections

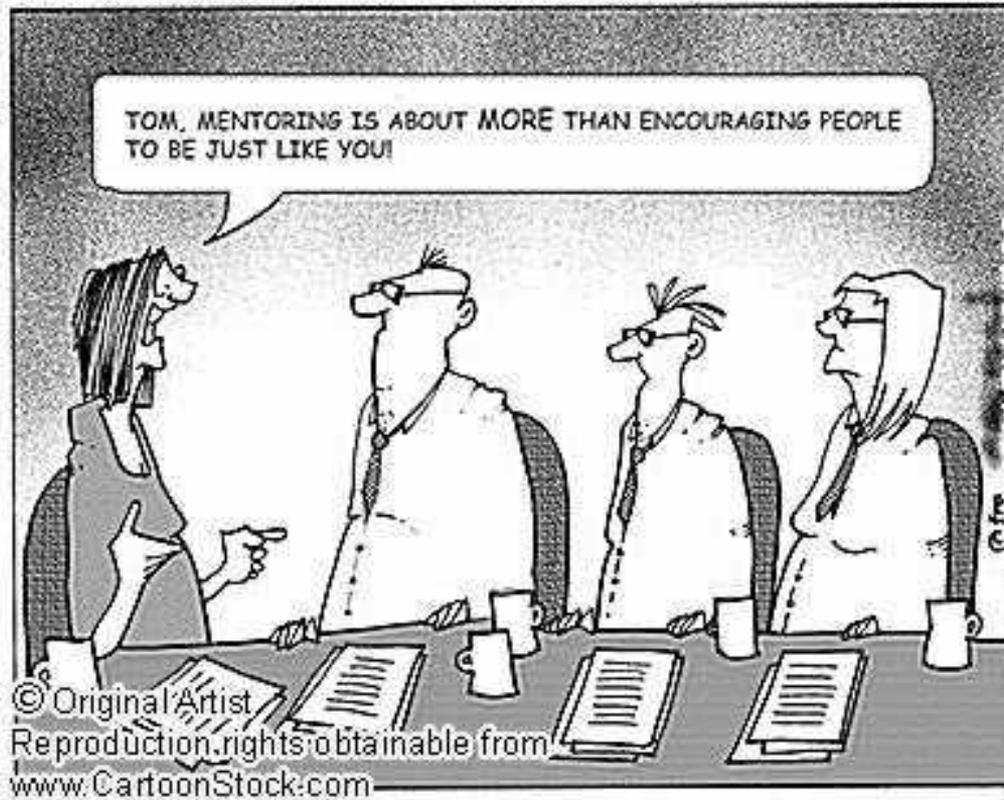


# Peer Mentoring across the Career Continuum

Early Career	Mid-Career	Late Career
Learning the ropes	Networking	Maintaining knowledge
Defining professional role	Maintaining visibility	Assuming consultative role
Work/life balance	Leading a team	Recognizing others expertise
Gaining visibility	Mentoring others	Preparing for retirement
Preparing for advancement	Re-assessment/re-direction of career	

# Peer Mentoring Structures

- Peer mentoring groups
  - Facilitated
  - Unfacilitated
  - By seniority, research area, geography, gender, etc
- Dyadic mentoring



TOM, MENTORING IS ABOUT MORE THAN ENCOURAGING PEOPLE TO BE JUST LIKE YOU!

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# Our Experience

# Agenda

- Introductions
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# Questions for Peer Mentor

- May be related or unrelated to goals
- Examples:
  - Are my goals realistic?
  - What do I need to do to take the next step in my career?
  - How do I discuss problem X with my senior mentor?
  - How do I approach a struggling learner?
  - How could I implement this QI idea I have?

# Preparation for Speed Peer Mentoring

- 3-5 minutes to prepare
  - Think about the next 6 months
  - Write down some goals and questions
- Prioritize what you want to discuss



# Speed Peer Mentoring Guidelines

- Find someone you don't know well
- Share the time
- Each person should be both mentor and mentee
- Consider setting up a plan for your conversation



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- **Wrap-up**

# Wrap-Up Discussion

- How did it feel to be both mentor and mentee?
- How is this different from other (peer) mentoring experiences you've had?
- Moving forward how will you use this workshop?
- What barriers to and facilitators of peer mentorship are you likely to encounter?

Questions?