ESPO Professional Development Webinar Series

Supported by The Mentoring Effect, a special project of the GSA Innovation Fund

Navigating the Mentor-Mentee Relationship

September 3, 2014

Deborah T. Gold, PhD
Associate Professor in Psychiatry and Behavioral Sciences, Sociology, and Psychology and Neuroscience

Keith Whitfield, PhD
Vice Provost for Academic Affairs, Prof. of Psychology and Neuroscience, Research Professor of Geriatrics, Co-Dir. Center on Biobehavioral Health Disparities Research

geron.org

#MentoringEffect @geronsociety
Overview

- Mentorship
- Being a good mentee
- Navigating challenging relationships
- “The Mentoring Effect”
Mentorship

• Who is a mentor; descriptors
  – Wise
  – Intelligent
  – Trusted
  – Influential
  – Senior

• How do you get a mentor?
  – Assigned
  – Ask
  – Accidental
Mentorship

• What a mentor provides
  – Advice
  – Perspective
  – Examples from experience

• Mentors are people too
  – Can have a bad day
  – Can misinterpret mentee’s intentions or needs
Being a Good Mentee

• Be on time
  – For meetings
  – Assignments

• Be prepared-over prepared

• Ask questions and be willing to listen
  – Be in the moment
  – Try to “get” their point
  – Communication is critical
  – Listen more than you speak

• Don’t make excuses
  – Set reasonable timelines
  – Take responsibility if you don’t complete an assignment

• Ask about Past, Present and Future
  – Past-how was it when they were in grad school?
  – Present-how do they manage their time to be successful?
  – Future-what does a junior scholar need to know for the next 5 years?
Navigating Challenging Relationships

- Be respectful regardless of their behavior
- Enlist others
- Ask questions to clarify advice
- Exit if toxic
- Avoid burning bridges
ESPO Professional Development Webinar Series

Supported by The Mentoring Effect, a special project of the GSA Innovation Fund

Mentoring Effect
A GSA Innovation Fund Program
What is Our Goal?

To support a comprehensive, integrated mentoring program to ensure a strong and vibrant pipeline of professionals in the field of aging.
What is the “Effect”? 

A fluid & sustained program that provides support, guidance, & engagement throughout one’s career.
Fundraising Efforts

- Launch at 2013 GSA Annual Meeting
- Silent ask to long time, committed leaders
- ESPO initiates campaign asking for $25/match
- Letter to Fellows in June asking for $250
- October 2014 newsletter feature planned

Over $86,000 in commitments to date
ESPO Professional Development Webinar Series

Supported by The Mentoring Effect, a special project of the GSA Innovation Fund
The Mentoring Task Force

• The Mentoring Task Force/Committee will determine how the money is spent.

• GSA groups (Sections, Interest Groups, Task Forces, Committees) will have the opportunity to solicit funds via grants.

• Goal is to fund new ideas/programs to start up, then find other funding to perpetuate them.
Some Ideas Moving Forward

- Virtual speed mentoring program ESPO Professional Development Webinars
- “Ask the Mentor” blog
- GSA Ambassador Program sponsoring mentoring events at universities
- Webinars on effective mentoring
- Online toolkit of resources and enduring materials (online handbook, webinars, seminars, etc.)
- GSA Connect
Questions?

Supported by The Mentoring Effect, a special project of the GSA Innovation Fund

GSA

• The nation's oldest and largest interdisciplinary organization devoted to research, education, and practice in the field of aging.
  – 5,500+ interdisciplinary members around the world touching all facets of aging

• Mission
  – Promote multi- and interdisciplinary research in aging
  – Translate and disseminate research findings
  – Promote/advocate for education/awareness on aging across disciplines
  – Foster application of research into policy development

• To view past ESPO Professional Development webinars, along with other GSA webinars, visit geron.org/webinar.

• Email espo@geron.org for additional questions.