How to Find Your Mentors

Naledi Saul, Director

How to Find Your Mentors
Learning Outcomes:
By the end of this workshop, you will be able to….

1. Define mentorship, describe its benefits and the problems it solves - those it doesn’t.

2. Categorize 5 different types of mentors that every postdoc & student needs

1. Identify which mentors you probably need to seek now and why

1. Articulate different strategies to find and approach a mentor
Homer! Greek Mythology! Odysseus went on an odyssey for 40+ years.

…and while he was away, his friend, Mentor, watched over and advised his son, Telemachus, from boyhood to adulthood.

A mentor is a person who positively influences your (personal, academic, professional, spiritual, etc.) development; usually they are not invested in a particular outcome.
9 Reasons Why Mentorship Is Invaluable To Your Success

Mentors teach/give you:

1. Access to resources
2. Access to opportunities
3. Time and attention
4. Advice, direction & inspiration
5. Skill development
6. Emotional support
7. Access to their network
8. References
9. Protection

9 Reasons Why Mentorship Is Invaluable To Your Success

Very hard to find all of this:

1. Access to resources
2. Access to opportunities
3. Time and attention
4. Advice, direction & inspiration
5. Skill development
6. Emotional support
7. Access to their network
8. References
9. Protection
Learning Outcomes:
By the end of this workshop, you will be able to:

1. Define mentorship and describe its benefits

2. Categorize 5 different types of mentors that every student & postdoc needs
   1. Identify which mentors you probably need to seek now and why
   1. Articulate different strategies to find and approach a mentor
There are five types of mentorship every student & postdoc needs

**The Friend Mentor**
This is the mentor who knows you, and your strengths and weaknesses

**The Inspirational (role model) Mentor**
This is someone who has a specific skill or quality you wish to develop in yourself

**The Guide Mentor**
This is the person who shows you the ropes when you arrive in any new setting or situation

**The Career Mentor**
This mentor offers guidance on how to position yourself to pursue and succeed in a particular career path

**The Field Mentor**
This mentor is a content expert who helps you learn the information and skills required to develop as a researcher/clinician/professional in your field of study

There are five types of mentorship every student & postdoc needs
Learning Outcomes:
By the end of this workshop, you will be able to:

1. Define mentorship and describe its benefits
2. Categorize 5 different types of mentors that every student & postdoc needs

→ Identify which mentors you are seeking now and why

1. Articulate different strategies to find and approach a mentor
Think!

1. Who’s already your mentorship circle?
2. What type of mentorship are you looking for?
3. What do you want from them?

Mentorship
1. Who is already in your mentorship circle, and who’s missing?

**The Friend Mentor**
This is the mentor who knows you and your strengths and weaknesses

**The Field Mentor**
This mentor is a content expert who helps you learn the information and skills required to develop as a researcher/clinician/professional in your field of study

**The Career Mentor**
This mentor offers guidance on how to position yourself to pursue and succeed in a particular career path

**The Inspirational (role model) Mentor**
This is someone who has a specific skill or quality you wish to develop in yourself

**The Guide Mentor**
This is the person who shows you the ropes when you arrive in any new setting or situation
2. Describe what you would like mentorship around?
One way to describe it is through the lens of a goal, challenge or problem you currently face. Start with the phrase “I would like someone …”

<table>
<thead>
<tr>
<th>Researchers</th>
<th>Clinicians</th>
</tr>
</thead>
<tbody>
<tr>
<td>...who can help me figure out which publications are important for my career, which ones are good for grant applications, and which papers can help bolster my next set of research experiments.</td>
<td>...who has the time and advice will help me think through career options, and offer suggestions on how to develop my research and other efforts to be competitive for the types of bench scientist positions I’m looking for in Biotech.</td>
</tr>
<tr>
<td>Field Mentor</td>
<td>Career Mentor</td>
</tr>
<tr>
<td>... who will help me as I pursue an academic position in the next two years. I would appreciate someone who will read and comment on my application materials, give me advice about institutions to apply to, make phone calls on my behalf.</td>
<td>...who has figured out how to start a family and build a productive research plan around that. How did they plan out their grants and papers, talk to their PI, negotiate time off, or handle subsequent kid care issues?</td>
</tr>
<tr>
<td>Career Mentor</td>
<td>Guide Mentor</td>
</tr>
<tr>
<td></td>
<td>...who can offer advice about what things I need to do to be competitive for residency and find someone who will write me a strong letter for residency in my specialty area.</td>
</tr>
<tr>
<td></td>
<td>Field/Career Mentor</td>
</tr>
<tr>
<td></td>
<td>...who can offer guidance about how to navigate this institution, since I’m new (just started rotation, internship, preceptorship, job, etc.). I would also like someone to reach out to for advice when I get stuck.</td>
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<tr>
<td></td>
<td>Guide Mentor</td>
</tr>
<tr>
<td></td>
<td>...like Dr. X, who is really skillful in stressful clinical situations. She always keeps her cool and is an effective and diplomatic communicator. I want to know how to do that.</td>
</tr>
<tr>
<td></td>
<td>Inspiration Mentor</td>
</tr>
<tr>
<td></td>
<td>...who can help me navigate some difficult situations diplomatically. I’ve had some challenging situations and would like someone to bounce ideas off of when a situation happens again.</td>
</tr>
<tr>
<td></td>
<td>Career Mentor</td>
</tr>
</tbody>
</table>
3. Describe your optimal relationship to be with this person.

Take a few sentences to describe the parameters and elements of the relationship. Start with the phrase, “I would like us to be in touch…”

| Help me as I go on the academic market | • I’d like to talk to this person about once a month. I’d like them as a second opinion to my PI.  
• I’d like to be able to set up time to ask them questions, and have them do things like give me advice on how to tailor my CV, prep for my talk, and how to use conferences effectively. |
| Help my make the most of my time at UCSF | • I’d like to be able to check in with the person as needed, tell them what’s going on for me and give me insight on how to frame, navigate situations as they arise.  
• It would also be nice if they occasionally checked in with me as well, via email or with coffee, or spontaneously made suggestions about good opportunities for me. |
| Build my professional network in my field | • I would like to be in touch with this person maybe twice a quarter in a 1:1 coffee conversation, and then be able to connect them infrequently by email when something comes up.  
• I’d like to hear their story about what experiences helped them position themselves for the career path that I want, advice about possible future institutions/organizations, etc., get their advice about who to meet/introductions. |
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4. Articulate different strategies to find and approach a mentor
Sample Mentor Brainstorming

I’m looking for a guide mentor – someone who can help me navigate my time at UCSF

Are there any formal mentoring programs?

Check LinkedIn/UCSF Connect to see if any UCSF alums at institutions I might like to go to one day

I’m going to a conference in November – are there any topics, meetings or individuals of interest to connect with people? Also ask advisor!

Just start asking people if they know anyone. Put it out there

Set up time to talk with my advisor

Ask the Career and Professional Development or First Gen staff?

How can I meet people in an interest or affinity group? E.g: First Gen?

Dr. Curie?

Is there a project am I working that a researcher/clinician for help on?

Nik Tesla and Thom. Ed

Are there any formal mentoring programs?

Your Turn:

1. Look at your problem /goal
2. Take 5-7 minutes brainstorm names of individuals and/or individuals you might know people.
3. Don’t know anyone? Where might these people be? A conference, RCO?
4. How might you approach them?
5. Share your brainstorm. New ideas?

6. What 1-3 next steps will you take?
7. What are your concerns about approaching them?

George Ohm?? 3rd year

Office of Career & Professional Development
Student Academic Affairs
Sample Mentor Brainstorming

Interested in faculty position at teaching institution. I'd like to have 1-2 mentors at teaching institutions who can help position myself & my work towards that goal.

Your Turn:
1. Look at your problem/goal
2. Take 5-7 minutes brainstorm names of individuals and/or individuals you might know people.
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I’m going to FASEB in April – I’ll look at participants to see if anyone at potential target institutions

Academic Career workshops? When are they? Featured speaker?

See when next UCSF Teacher Training (STEP-UP) training is.

Google a few universities in the Bay Area – are there any UCSF/UC alums

Check LinkedIn/UCSF Connect to see if any UCSF alums at teaching institutions

Any LinkedIn teaching focused Groups?

Interested in faculty position at teaching institution. I’d like to have 1-2 mentors at teaching institutions who can help position myself & my work towards that goal.

George, who I just met at this session, suggested their friend, Mae Jemison, at Amherst!

Are there any featured stories/profiles on sciencecareers.org?

Check LinkedIn/UCSF Connect to see if any UCSF alums at teaching institutions

Set up time to talk with my advisor/PI about this career path?

Can I also look at the LinkedIn groups as well?

Pick a few institutions – look at their webpages/research areas. What is the focus of their work – does it mirror my interests?

Ask Laurence Clement: Anyone at CCSF, USF, SFSU that I can talk to?

Sally Ride?

Just start asking people if they know anyone. Put it out there

Set up time to talk with my advisor/PI about this career path?

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Finding Your Missing Mentors: A Word About UCSF Connect

Welcome to UCSF Connect

Connect
Find classmates and colleagues, see what they are up to and stay in touch.

Volunteer
Introduce, employ and offer to act as a mentor to our students and current residents, fellows, and postdocs.

Grow
Leverage your professional network to get introduced to people you want to know.

Learn
Stay informed about programs, opportunities and events for UCSF alumni, students, residents, fellows, and postdocs.
Finding Your Missing Mentors: A Word About UCSF Connect

Bruce Wayne

PharmD (Doctor of Pharmacy), 2017, Pharmacy, Pharmaceutical Sciences and Pharmacogenomics

@ contact via email
(925) 353-0636

Some of the data in this profile is from this user's LinkedIn profile

Office of Career & Professional Development
Student Academic Affairs
CLARK KENT

San Carlos, California, United States of America
Law Practice

Willing to help
See more

Follow Evelyn

verbs

Willing to introduce others to my connections
Willing to answer questions about my
Field/Conduct Informational Interview
Willing to share my profile with others
Willing to speak on campus about my career

REC

GRADUATE STUDENT
at University of California, San Francisco, Higher Education
Sep 2005 - Apr 2011

EDUCATION

- J.D., 2015, Harvard Law School
- Ph.D., Biochemistry, 2011, University of California, San Francisco

@ contact via email

Some of the data in this profile is from this user’s LinkedIn profile
DIANA PRINCE

Ucsf Faculty
Deputy Health Officer, Dir Communicable Disease Control & Prevention at Alameda County Public Health Dept
Oakland, California, United States of America

Willing to help
Follow Erica

REC
- Willing to introduce others to my connections
- Willing to speak on campus about my career
- Willing to be a mentor
  - Offer advice
  - Informational interview

Some of the data in this profile is from this user’s LinkedIn profile

EducaTion
- MD, MPH, Medicine, Public Health, 1996, Tufts University
- AB, Human Biology, 1992, Stanford University
Establishing and nurturing a mentorship relationship

It’s about the first, small ask – for advice, for information, for help - that kicks off a full-fledged mentorship relationship.

After first contact - it needs attention and time to grow

So make your first ask a small one and ask for successively greater things as the relationship strengthens
Small things to establish relationships:

- Ask one question or for one piece of advice
- Ask is a person will review your CV
- Ask to meet for 20 minutes of a person’s time for 1 topic
- Ask for a 30 minute informational interview (multiple topics)
How to Approach Someone For An Informational Interview

Hi Taylor,

Terry suggested I reach out to you as someone who gained a lot of hard won lessons as you and your partner were starting a family just as you started your postdoc. In particular, you did a great job of developing a strategic plan to mark out and navigate your research goals, and coordinated the entire effort with your partner and your PI (seeing as you just won a K99, it clearly worked!). I was wondering if I could buy you lunch and get your perspective on everything from UCSF’s family leave policy to childcare.

Be well, Alex

On LinkedIn/ UCSF Connect

Dear Dr. Epasinghe,

I am a third year medical student at UCSF and for the past two months and have been speaking with UCSF alumni in health and science communications careers. I was wondering if you would be willing to chat with me for about 20-30 minutes about your position as a Medical Science Liaison.

I can travel to you, or you prefer, we could Skype; I’m flexible to your schedule. Thank you for considering my request. Please feel free to learn a little about my background from my LinkedIn profile at linkedin/bgordon.

Barbara Gordon
Dear Dr. Zacharia

I hope you’re well. I recently spoke with Roshini and was writing to ask to if you might have about 30 minutes to chat about your role at Genentech.

I’m a fourth year UCSF student pharmacist and am conducting informational interviews with individuals in science communication. Over the past two months, I’ve been speaking with UCSF alumni who transitioned into these types of positions, both about their current role and future career path. Might you be available to chat?

I appreciate you considering my request.

Regards,

Diana Prince
Special considerations for those with PIs

How to talk to your PI

- You may want ‘mentorship’, but others might be reluctant to work with you without your PI’s support.
- Due to intellectual property issues, we highly recommend speaking with your current advisor/PI before bringing another person to your work.
- Frame it as collaboration, not mentorship

Discussing the topic in person with your PI

In person, identify where you are in your research currently, and introduce the possibility of potential collaborations.

Something like:

Thanks for meeting with me. Over the past 3 months, we characterized X, Y and completed Z. The results have raised some exciting new questions, and I now see a different, richer direction from what was originally imagined.

It would be helpful to get in touch with someone who does/knows A and B. I thought perhaps we could contact these 3 researchers.

- Reaching out to a potential collaborator
- Assuming your PI isn’t introducing you, email as a point of first contact is optimal.
- Conferences are the perfect time to inquire about and initiate new collaborations.

Dear Dr. Curie,

I’m an immunobiologist studying X in Albert Einstein’s lab at UCSF. I’m developing (this new research angle), with (this vision in mind).

I quickly realized that your expertise in Z, could allow A, which could be an interesting line of inquiry. I wonder if I could have 30 minutes of your time, perhaps over coffee and talk about my research and get your thoughts on this idea.

Thanks for considering my request. Best, Nils Bohr

Dear Dr. Rosalind Franklin,

I’m a postdoc in Dr. J’s lab, working on X, Y and Z. I’ll be presenting a poster on X at ASCB in November. I’m developing (this new research angle), with (this vision in mind). Your work on Z influenced the direction of my work, and as I look ahead at my research goals, I’d appreciate getting your thoughts on this idea if you have the time. I am attaching my abstract to this email.

Hoping to hear from you, Francis Crick
1. Every time something the person said helps you

1. Every time you see something of interest or would help the person
<table>
<thead>
<tr>
<th>Month</th>
<th>Event/Communication</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jan.</td>
<td>Initial conversation at mixer</td>
</tr>
<tr>
<td></td>
<td>Thank you follow up email. Thanks for suggesting that article.</td>
</tr>
<tr>
<td>Feb.</td>
<td>Thanks again for suggesting article. It was helpful because of X. Would appreciate keeping in touch.</td>
</tr>
<tr>
<td>Mar.</td>
<td>Hope you’re well. Just wanted you to know I came across another resource, Y. You might find it interesting.</td>
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<tr>
<td>Apr.</td>
<td></td>
</tr>
<tr>
<td>May</td>
<td></td>
</tr>
<tr>
<td>Jun.</td>
<td>I joined the Association of Women in Science. Thanks for suggesting it.</td>
</tr>
<tr>
<td>Jul.</td>
<td>Got positive feedback from Clark Kent from Amgen about my CV. Thanks for your help.</td>
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<tr>
<td>Aug.</td>
<td></td>
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<tr>
<td>Sep.</td>
<td></td>
</tr>
<tr>
<td>Oct.</td>
<td>Hope you’re well. I am finding the strategies from the article you suggested still helpful in these ways. This is a brief summary of what’s going on for me now.</td>
</tr>
<tr>
<td>Nov.</td>
<td></td>
</tr>
<tr>
<td>Dec.</td>
<td>Will you be at the mixer this year? Would be great to see you.</td>
</tr>
<tr>
<td>Month</td>
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**Keeping in touch**

This is good too! You don’t need to be constantly in touch with people you want to develop relationships with.
Learning Outcomes:
By the end of this workshop, you will be able to:

1. Define mentorship and describe its benefits and the problems it solves and those it doesn’t.

2. Categorize 5 different types of mentors that every student & postdoc needs

1. Identify which mentors you probably need to seek now and why

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