



Landing page  
[bit.ly/mentor-sponsor](https://bit.ly/mentor-sponsor)

# Finding Your Five Mentors – and Your Sponsor

Naledi Saul

@UCSFOCPD. @NALEDISAUL



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# What good work will we do together today?

In short, we're thinking about intentionally building your professional community

## ASSESS

The big issue that you would appreciate mentorship around in regards to the next 6-12 months

## DISCUSS

the archetypes of mentors and the special situation with your PI – your research mentor

## BRAINSTORM

how to find those mentors...

## CRAFT

your invitation to engage – and take a moment to understand under which circumstances why people will talk to you

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**UCSF** Office of Career & Professional Development  
Student Academic Affairs



## ASSESS

The big issue that you would appreciate mentorship around regarding the next 6-12 months



Before you seek a mentor, you need to articulate your big adventure

## Breakout Into Threes:

### 2 Minute Think:

- What is a big issue that you need to navigate over the next 6-12 months?  
*(What's your big adventure?)*

### 2 Minute Share:

- What is your big issue and why is it important to you?  
*(What are the stakes?)*

# Selena Student

*Selena's big adventure*

→ I'm in epidemiology graduate student coming up to the end of my training.

My advisor isn't particularly knowledgeable about my area of work, so I would appreciate finding another mentor on campus – perhaps to sit on my thesis committee. **But who do I find and how do I ask?**

Edited from:  
<https://academia.stackexchange.com/questions/145548/covid-19-how-do-i-navigate-this-situation-with-my-advisor>

# Pradeep Postdoc

*Pradeep's big adventure*

I am a cell and molecular biologist in academia, transitioning to become a senior scientist in Biotech R&D in the next year. I'm focused on learning transferable skills that would help me advance my new career in the biotech industry. **But what should I do?** Options include:

- Online course on drug development (offered on Coursera and MITx). Rationale: to learn about what it takes to turn an idea to a drug, something that I would be contributing to in the industry.
- Taking a series of online courses equivalent to an MBA curriculum (non-degree Specialization). Rationale: to learn new general business skills such as leadership, finance, operation management, accounting, and marketing.
- Improving my computational biology skills (I have basic R and Bash knowledge for basic RNA-seq analysis and all that jazz, but I would not call myself a computational biologist).

I understand that these all depend on what I ultimately want to do. But because I am not still certain about the future path, I would like to learn something is general and would definitely help regardless of what path I choose in the future.

[https://www.reddit.com/r/biotech/comments/fi7491/working\\_form\\_home\\_learning\\_new\\_skills\\_suggestions/](https://www.reddit.com/r/biotech/comments/fi7491/working_form_home_learning_new_skills_suggestions/)

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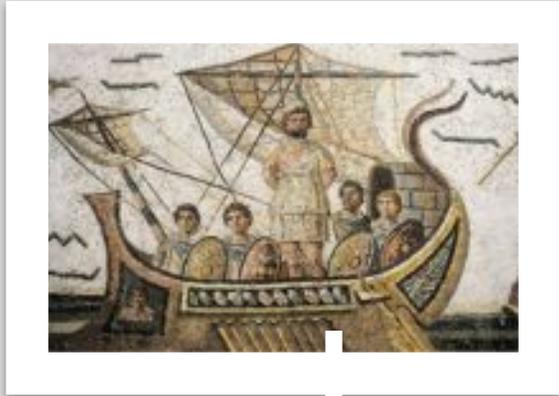
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# The One Slide History of Mentorship



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 a protégé/mentee's (personal, academic, professional, spiritual, etc.) development.



*...that great advice and mentorship really came from the goddess of wisdom, Athena, who spoke through Mentor.*

Image source: Public Domain: [http://paesmem.stanford.edu/html/proceedings\\_4.html](http://paesmem.stanford.edu/html/proceedings_4.html); shutterstock

# 3 reasons you need multiple mentors: #1: A range of needs

## 10 benefits a mentor could offer:

1. Time and attention
2. Advice and direction
3. Emotional support
4. Knowledge & skill development
5. Role modeling/inspiration
6. Access to resources
7. Access to opportunities
8. Access to your community/  
network
9. References/letters of  
recommendations
10. Protection



*...that great advice and mentorship really came from the goddess of wisdom, Athena, who spoke through Mentor.*

From the French word *protégé*: "one who is protected,"  
Orig: from Latin *protegere*

Image source: Public Domain: [http://paesmem.stanford.edu/html/proceedings\\_4.html](http://paesmem.stanford.edu/html/proceedings_4.html)

# 3 reasons you need multiple mentors: #2: A circle of support

## The Guide

People who show you the ropes in any new, complex or fraught setting or situation.

3

## Career Support

People who offer guidance on how to position yourself to pursue and succeed in a particular career path.

2

## Clinical Support

People who are content experts and help you learn the knowledge and skills required to develop in your discipline.

1



4

## The Inspiration

This is support from who has a specific skill or quality you wish to develop in yourself.

5

## The Friend/Fam/Therapist

People who know and appreciate you, your strengths and weaknesses, and see the best in you.

6

## The Sponsor

This person is specifically dedicated to your advancement. They advocate for you, make introductions and advise you on how to position yourself.

## The Key Role of Sponsorship

According to research from the Center for Talent Innovation (CTI), the vast majority of women (85%) and multicultural professionals (81%) need navigational support to advance in their careers but receive it less often than Caucasian men. However, a 2010 Catalyst study revealed that more women than men have been assigned mentors yet 15% more men won promotions. Why? The findings indicate that having more mentorship did not lead to advancement but having a senior mentor in a position to provide sponsorship did.

### What is the difference between having a mentor or having a sponsor?

In short, mentors advise you and sponsors advocate *for you*.

And what's the difference between a mentor and a sponsor?

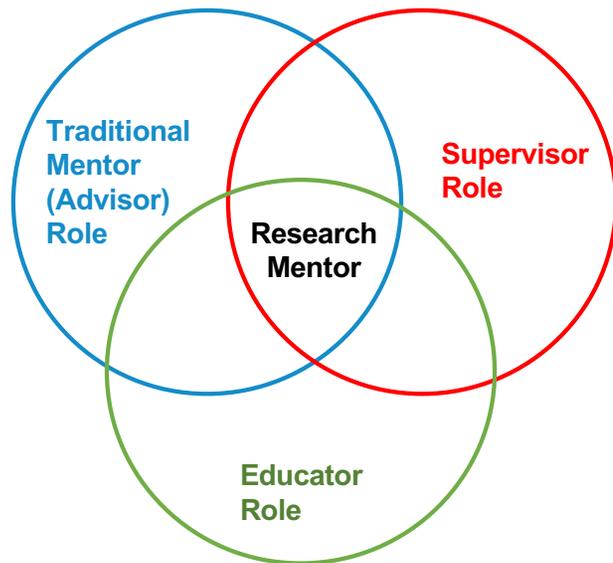


Source: [https://inclusion.slac.stanford.edu/sites/inclusion.slac.stanford.edu/files/The\\_Key\\_Role\\_of\\_a\\_Sponsorship\\_for\\_Diverse\\_Talent.pdf](https://inclusion.slac.stanford.edu/sites/inclusion.slac.stanford.edu/files/The_Key_Role_of_a_Sponsorship_for_Diverse_Talent.pdf)

# 3 reasons you need multiple mentors: #3: Role conflict

- Your PI is a special kind of mentor: a Research Mentor
- PIs sometimes experience role conflict when they need to
  - 1) make decisions, 2) communicate, 3) manage change, and 4) handle conflict

## Your research mentor has multiple roles

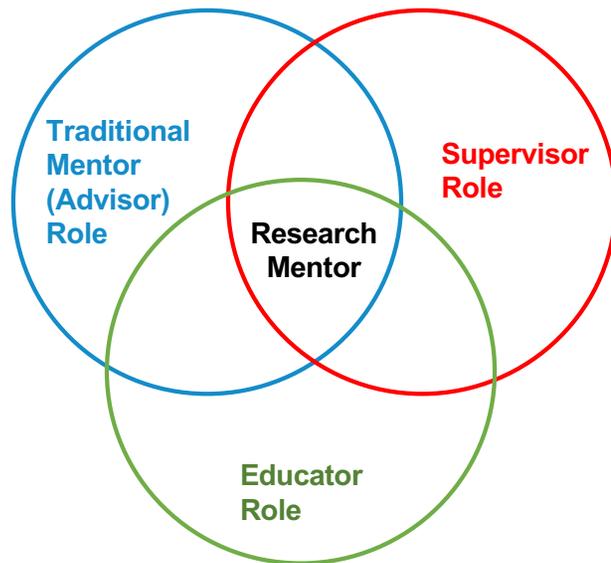


Role**	Is responsible for...
The Traditional Mentor (advisor) 	Career development Psychological support
The Educator (trainer) 	Scientific knowledge Technical skills Critical and analytical thinking Identification of creative projects
The Supervisor (manager) 	Performance Behavior Productivity

# 3 reasons you need multiple mentors: #3: Role conflict

- Your PI is a special kind of mentor: a Research Mentor
- PIs sometimes experience role conflict when they need to  
1) make decisions, 2) communicate, 3) manage change, and 4) handle conflict

## Your research mentor has multiple roles

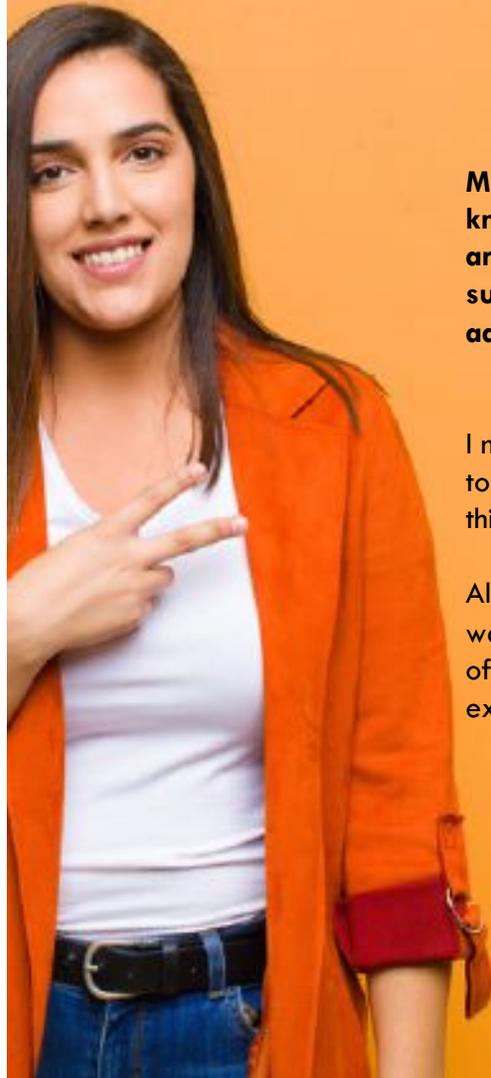


- You usually don't have differing interests with an advisor (mentor):  
**Your goals are their goals for you. Your metrics of success are their metrics of success.**



- But at times, almost everyone has different goals and benchmarks for success than their instructor and their supervisor.

## Selena Student



**My advisor is not particularly knowledgeable about my particular area of work and I'm not sure how supportive they will be. I need another advocate on my thesis committee.**

I need some 'Guide' mentoring – I need to figure out how I am going to navigate this final stage of my training with my PI.

Also, I need some 'Field' mentoring – I want the space and time to bounce some of my ideas off of someone with expertise.

**Activity 2: Describe what type of mentorship you need.**

5 minutes each (10 minutes total)

**Consider any of the 3 frameworks - or not - but try to describe to the other person what type of support you would like from your mentor.**

## Pradeep Postdoc



**What should I do with this time to best position myself for industry?**

I guess I'm looking for career mentors: people who are working at a start up and someone working at a more established biotech company.

I also just want to acknowledge that my PI is more a 'cheerleader' than a mentor in this area – they are super supportive, but not knowledgeable.

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# Selena Student

**My advisor is not particularly knowledgeable about my particular area of work and I'm not sure how supportive they will be. I need another advocate on my thesis committee.**

- Who's in your community?
- How do I find them?

# Pradeep Postdoc

**What should I do with this time to best position myself for industry?**

## BRAINSTORM

how to find those mentors... during this unusual time – and take a moment to consider why people would talk to you

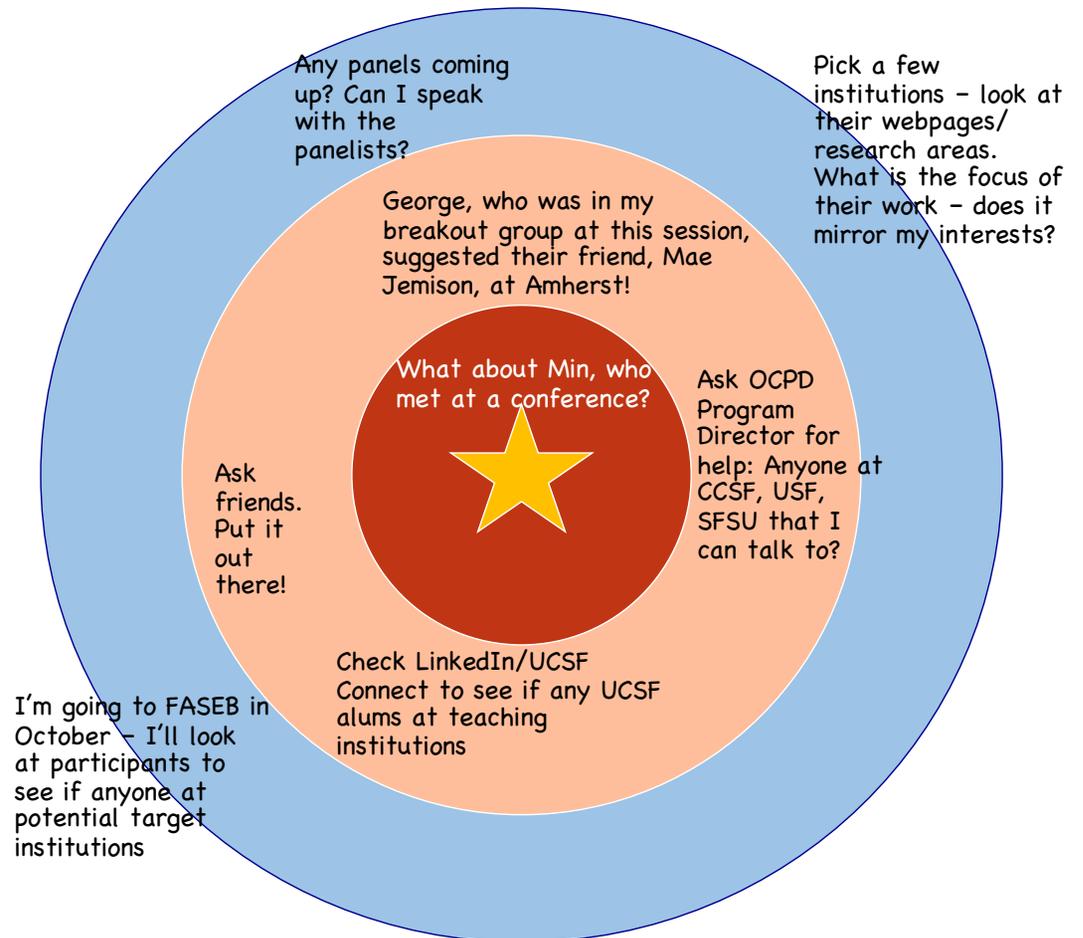
# When networking/finding mentors: There are 3 types of people in the world.

- **The farther people are from you, the more clear and concise you need to be**

- People you know
- People who are the same stage in their career

- People who know your friends or colleagues
- People 1-2 stages ahead in their careers

- People you don't know at all
- People who are senior in their field



# Connecting With Your Community: LinkedIn.com

The screenshot shows a LinkedIn search results page for 'Genentech'. At the top, the user is logged in as 'Pradeep Postdoc' with an account type of 'Business'. The search bar is highlighted with a red box, showing 'People' selected and 'Genentech' entered. Below the search bar, there are navigation tabs for Home, Profile, Contacts, Groups, Jobs, Inbox, Companies, News, and More. A banner for 'Employee Satisfaction vs. Engagement' is visible. The main content area shows 32,896 search results for 'Genentech'. The first result, 'Jane Petersen', is highlighted with a red box. She is a 'Senior Operations Manager at Genentech' in the 'San Francisco Bay Area - Biotechnology' industry, with 3 shared connections and 254 similar profiles. Other results include 'Roshini Epasinghe' (Medical Communications), 'Michael Penn' (Vice President, Strategy), 'Dana Tuttle, MD' (Director, Life Sciences Solutions), 'Robin Taylor' (LifeCycle Leader, MetMab), 'John T. Hanson, PMP' (Effective Project, Operations, and Communication Manager), and 'Karen L. Fisher' (Group Project Manager). The left sidebar contains filters for 'All Companies' (listing Genentech, Roche, Gilead Sciences, Amgen, Roche Pharmaceuticals), 'All LinkedIn Members' (listing 1st, 2nd, and 3rd connections), and 'All Locations' (listing United States, San Francisco Bay Area, Greater New York City, Greater San Diego Area, Greater Los Angeles). The right sidebar features a 'More Search Power' advertisement for Sprint, offering a 'BUY ONE GET FOUR FREE' promotion on Kyocera DuraXT phones.

# Connecting With Your Community: UCSFConnect.com

UCSF Sign in

Welcome to UCSF Connect

JOIN NOW

Connect with

- in LinkedIn
- f Facebook
- Email

Why is it safe to register with LinkedIn / Facebook?

**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.

# Connecting With Your Community: #2: UCSFConnect.com

The screenshot shows the UCSF Connect user profile for Evelyn Chang. The profile includes a header with the UCSF logo and 'UCSF Connect', a navigation bar with 'Home', 'Updates', 'Events', 'Directory', 'News', 'Groups', and 'Admin Interface', and a user menu with 'Naledi' and 'Invite Contacts'. The profile itself features a 'Delete photo' button, a profile picture of Evelyn Chang, and a 'Willing to help' section with a 'Follow Evelyn' button. The 'Willing to help' section lists three items: 'Willing to introduce others to my connections', 'Willing to answer questions about my field/Conduct Informational Interview', and 'Willing to speak on campus about my career'. Below this is a 'REC' section with an 'AS' sub-section. The 'AS' section lists two items: 'at Wilson Sonsini Goodrich and Rosati, Law Practice' (Sep 2015 - present) and 'GRADUATE STUDENT at University of California, San Francisco, Higher Education' (Sep 2005 - Apr 2011). The 'EDUCATION' section lists two items: 'J.D., 2015, Harvard Law School' and 'Ph.D., Biochemistry, 2011, University of California, San Francisco'. On the right side of the profile, there is a 'Unique ID: 419592' with an 'edit' link, a 'Delete this user' button, an 'Edit Email notifications' button, a 'User type' dropdown menu set to 'Alum (Degree and Certifi...', and a 'Send message' button.

UCSF Connect

Home | Updates | Events | Directory | News | Groups | Admin Interface

Naledi

Delete photo

## Evelyn Chang

Associate at [Wilson Sonsini Goodrich & Rosati](#)  
San Carlos, California, United States of America  
Law Practice

Willing to help [See more](#) | [+ Follow Evelyn](#)

- ✓ [Willing to introduce others to my connections](#)
- ✓ [Willing to answer questions about my field/Conduct Informational Interview](#)
- ✓ [Willing to speak on campus about my career](#)

**REC**

- **AS:** [at Wilson Sonsini Goodrich and Rosati, Law Practice](#)  
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Sep 2005 - Apr 2011

**EDUCATION**

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

Unique ID: 419592 [edit](#)

[Delete this user](#)

[Edit Email notifications](#)

User type: Alum (Degree and Certifi... ▾

[Send message](#)

PhD (Doctor of Philosophy), 2011, Graduate Division, Biochem & Molecular Biology

@ contact via email

[in](#)

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

# Connecting With Your Community: #2: UCSFConnect.com

**UCSF UCSF Connect**

Naledi | Home | Updates | Events | Directory | News | Groups | Admin Interface

**Gabriel Wong**  
 Health Economics Outcomes Research  
 Manager at Gilead Sciences Inc  
 Foster City, California, United States of America  
 Biotechnology

Unique ID: 628690 [edit](#)

✖ Delete this user  
 ⚙ Edit Email notifications

User type: Alum (Degree and Certifi...  
 Send message

**Willing to help** | [Follow Gabriel](#)  
 See more

- ✓ Willing to introduce others to my connections
- ✓ Willing to answer questions about my field/Conduct informational interview
- ✓ Willing to speak on campus about my career
- ✓ Willing to be a mentor
- ✓ Offer advice
- ✓ Review resume/CV

**SUM**  
 I am a specif  
 worke  
 laund  
 Gener

Genentech and UCSF. In addition, I was a pharmacy intern at the UCSF Medical Center Ortho-Spine Center.

At UCSF, I was awarded the Bowl of Hygieia upon graduation, the highest honor given to a graduating student by faculty and student body voting. I was the elected class President for 2017, as well as vice presidents for Kappa Psi Pharmaceutical Fraternity, Academy of Managed Care Pharmacy, and American College of Clinical Pharmacy. I am one of two students to be accepted into both the Rho Chi Honors Society for academic performance and the Phi Lambda Sigma Honors Society for demonstrated leadership ability. In my school leadership roles, I have won awards

**FOLLOWING**  
 Followers of Gabriel

**RECENT ACTIVITY**  
 Posted on the feed  
 We are seeking candidates for our Gilead HEOR Fellowship! This is an advanced fellowship looking for an advanced HIV practitioner or researcher looking to transition into industry, namely HEOR. Candidates must hold a doctoral degree and have at least 1-2 years postgraduate experience in HIV research or clinic setting. Due to the requirement for experienced candidates, fellowship pay will be

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

mg/userprofile/index/287478

# Connecting with your community: UCSFConnect.com

**UCSF Connect** | Invite Contacts

Naledi | Home | Updates | Events | Directory | News | Groups | Admin Interface

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

Unique ID: 423012 [edit](#)

- Delete this user
- Edit Email notifications

User type: UCSF Faculty

Send message

Willing to help | [See more](#) | [Follow Erica](#)

**REC** ✓ Willing to introduce others to my connections  
✓ Willing to speak on camera about my career

**AT** ✓ Willing to be a mentor

**INF** ✓ Offer advice  
✓ Informational interview

**DIRECTOR, DIVISION OF COMMUNICABLE DISEASE CONTROL & PREVENTION; DEPUTY HEALTH OFFICER**  
at Alameda County Public Health Department  
Nov 2011 - present

**EDUCATION**

- MD, MPH, Medicine, Public Health, 1996, Tufts University
- AB Human Biology, 1992, Stanford University

contact via email

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

“Start with who  
you know

### Activity 3: Identify potential mentors

5 minutes each (10  
minutes total)

Identify one - two  
people you might  
like support from  
and why

(don't think about  
how you'll do it yet  
- let's just stay with  
a specific person or  
archetype for right  
now.

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# Selena Student

**My advisor is unavailable and I'm not sure about the professional etiquette of discussing this with my advisor or how to move forward.**

- Why will people talk to you?
- How to approach people.

# Pradeep Postdoc

**What should I do with this time to best position myself for industry?**

## CRAFT

your invitation to engage – and taking a moment to consider why people would talk to you



Don't specifically ask "will you be my mentor?" Instead frame your invitation as a small ask on your big adventure



## Want a strong relationship? Start small and give it time!

- Ask one question or for one piece of advice
- Ask a person to review (one piece) of a document (your aims, your CV, etc.)
- Ask to meet for 20 minutes of a person's time for 1 topic/question
- Ask for a 30-minute informational interview (multiple topics)

**...and build your relationship as you complete your adventure**

## In Your Personal World



VS

## In Your Academic/ Professional World



## Why people in your professional community would help you?

1. Because you're doing interesting work
2. Because you're doing interesting work that could also forward their goals
3. To share their knowledge
4. Because they have hard won lessons
5. To repay a favor
6. To help a friend
7. They have the time/interest to do so
8. Because they wish someone had helped them
9. Because they consider it part of their job
10. You have an affinity to each other; they see themselves in you
11. Because they like something about you
12. Because you remind them of someone
13. Because you asked respectfully

You may not know why at first contact, but if you want to strengthen the relationship, you need to make it your goal to find out



# Selena Student

**My advisor is unavailable and I'm not sure about the professional etiquette of discussing this with my advisor or how to move forward.**

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**What should I do with this time to best position myself for industry?**

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# Pradeep approaches Peter Parker to explore careers

Dear Dr. Parker,

I am a cell and molecular biologist completing my postdoc at UCSF, and for the past two months and have been speaking with UCSF alumni who have transitioned to industry about their experience. I was wondering if you would be willing to chat with me for about 20-30 minutes about your position as a team leaders at Genentech.

I was particularly hoping to speak with you, as I see from your LinkedIn profile that you've moved between smaller start-ups and more established biotech companies.

I can be flexible to your schedule, and thank you in advance for considering my request. Please feel free to learn a little about my background from my LinkedIn profile at [linkedin/PradeepP](#).

Regards,  
Pradeep

## Your approach needs to include 5 things:

1. **Who you are** (including your Affinity, Bond or Connection if there is one)
2. **What you want**
3. **Why you're asking them**
4. **A thank you** for considering your request
5. **How they can find out more about you**



# The basic structure of an informational interview: 4 parts

❖ I want to explore different postdoc opportunities



## Present

- What their role is now

1. Why did you choose this lab? How was it a good fit with your interests and career goals?
2. What is a typical day/week like?
3. What do you enjoy about your work/this lab?
4. What is most challenging about this postdoc?
5. What do you appreciate about our PI? Can you describe the ways they have helped you meet your training and career goals?

## Past

- What prepared them and positioned them for their postdoc?

7. How did you organize your postdoc search?
8. What skills/experiences/support do you recommend developing before starting your postdoc?
9. What factors helped you determine which postdoc was right for you? (mentors, etc.)

## Future

- What opportunities open up for them 5-10 years in the future b/c of the postdoc

9. What opportunities open up for you based on the skills and experiences you developed here?
10. What seems to be the typical career path after people finish this postdoc?
11. How long do postdocs seem to stay in the lab? What's the main source of funding?

## Advice

- What advice to they have for people seeking to succeed in their career path or their specific role.

12. What is the one thing you wish you had known before choosing postdoc?
13. What types of research/levels of experience does a person need to have to really succeed in this lab? (Are they prepared to teach new skills? Does the PI have time? Etc.)

## Putting it all together: Sample timing for a 30-minute conversation

❖ I want to know more about postdoc positions



Your Questions

Focus	Length	Language
<b>Open</b>	3-5 minutes	<p>Thank you so much for meeting with me. Let me start by saying that Dr. X says hello, and how much I appreciate them for connecting us. As I shared in my email, I'm in my last year at the biochemistry program at UCSF, and for the past two months, I've speaking to people who chose postdocs in the areas of X and Y and located in Z part of the world. I've also been trying to make a specific point to meet fellow UCSF alums.</p> <p>I was thrilled when you agreed to meet with me, as I see you've been able to design a career that has allowed you to move between the public and private sectors; I'm particularly intrigued by your role in the governmental affairs office for the University of California.</p> <p>So, thank you for agreeing to talk with me about you career path.</p>
<b>Present</b>	3-5 minutes	<ol style="list-style-type: none"> <li>1. Why did you choose this lab? How was it a good fit with your interests and career goals?</li> <li>2. What is a typical day/week like?</li> <li>3. What do you enjoy about your work/this lab?</li> <li>4. What is most challenging about this postdoc?</li> <li>5. What do you appreciate about our PI? Can you describe the ways they have helped you meet your training and career goals?</li> <li>6. How did you organize your postdoc search?</li> <li>7. What skills/experiences/support do you recommend developing before starting your postdoc?</li> <li>8. What factors helped you determine which postdoc was right for you? (mentors, etc.)</li> <li>9. What is the one thing you wish you had known before choosing postdoc?</li> </ol>
<b>Past</b>	3-5 minutes	
<b>Future</b>	3-5 minutes	
<b>Advice</b>	3-5 minutes	
<b>Close</b>	1-2 minutes	

## Inviting someone to chat

1. Who you are (including your connection/affinity, if there is one)
2. What you want
3. Why you're asking them
4. A thank you for considering your request
5. How they can find out more about you



Dear Dr. Kent,

I'm in the sociology program at UCSF, and my research focuses on developing community interventions involving technology to tackle preventable diseases. I've been considering health policy and consulting as a career path, and for the past two months have been speaking with different professionals in the field.

I was wondering if you would be open to chatting with me for about 20-30 minutes about the field and your career path.

I was specifically interested in your background, because it is so diverse – your career path from your LinkedIn profile suggests you someone who has been able to apply their epidemiological expertise in the government, in think tanks, and in the private sector to truly make a difference in people's lives.

Thank you for considering my request. My LinkedIn profile is [DianaPrince/linkedin.com](https://www.linkedin.com/in/DianaPrince/) should you want to learn a bit more about me and my work.

Regards,

Diana Prince

## Inviting someone to chat

Dear Dr. Jordan,

My K99 mentor, Marie Curie, suggested I reach out to you, as I shared with her that UPENN is the type of institution of interest to me. I'm wondering if you might have 30 minutes of time to chat with me about your experience at your institution.

To share a bit about my background, I'm an immunologist studying the role that Tregs play in type 1 diabetes. I've attached my CV to give you a sense of my background.

I realize that this is an exceptionally unusual time, so I would ask if you have any time **in the next few months to chat**. We could connect by Skype/ Zoom/ Facetime or phone oif you are amenable; I can be flexible to your schedule.

Thank you for considering my request.

Barbara Gordon

Dr. Spock,

I am a PhD 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 researcher in a the Robert Wood Johnson Foundation.

I was intrigued by your perspective, as I see on your LinkedIn profile that you have researcher experience both at a governmental organization and in a nonprofit.

Thank you for considering my request. Please feel free to learn a little about my background from my LinkedIn profile at [linkedin/bgordon](#).

Pavel Chekov

Dear Dr. Kenobi,

I know it's been a while, and I hope you're well. I'm finishing out my postdoc at UCSF in the next year and applying for tenure track R1 positions next fall. During this COVID-19 break, it seemed a good use of my time to begin working on my faculty application. I wonder if you would consider reading a draft of my research statement in the next few months.

It would be extremely helpful to your got perspective on my research program, because of your work on X, Y and Z. I would be grateful for any feedback you find necessary, but in particular, your thoughts on the scope of my work and its potential fundability would be most welcome.

If you are able, I defer to your preferred style of giving feedback (by email, video, phone, etc.)

Thank you for considering this, and I hope you're doing well during this unusual time.

Best,  
Leia Skywalker

Your Turn! Invite someone to chat



## Your Turn! Activity 4

4 minutes each

What's your game plan? Based on what you've just heard – what's 1-2 things you might do to approach a potential mentor?

# What will we think about today?

## LISTEN

to how to grow your professional relationship over time

## ASSESS

The big issue that you would appreciate mentorship around in regards to the next 6-12 months

## DISCUSS

the archetypes of mentors and the special situation with your PI – your research mentor

## BRAINSTORM

how to find those mentors... during this unusual time – and take a moment to consider why people would talk to you

## CRAFT

your invitation to engage – and taking a moment to consider why people would talk to you

## Finding Your Five Mentors – and Your Sponsor

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Don't specifically ask "will you be my mentor?" Instead frame your invitation as a small ask on your big adventure



### Want a strong relationship? Start small and give it time!

- Ask one question or for one piece of advice
- Ask a person to review (one piece) of a document (your aims, your CV, etc.)
- Ask to meet for 20 minutes of a person's time for 1 topic/question
- Ask for a 30-minute informational interview (multiple topics)

...and build your relationship as you complete your adventure

### Be Collegial: Focus on being clear, concise and respectful!

- **Pay respect to their knowledge, expertise, experience.** Tell them: why are you asking them?
- **Thank them for their wisdom and support.** They weren't helpful? Thank them for taking the time
- **Owe them:** Let them know "If I can ever return the favor, please don't hesitate to ask!"



Let people follow your adventure and see the dividends of their investment



### Be Collegial: Reach out with updates

1. Whenever something the person said or did helps you/pays off
2. When you see/know something of interest to them (a contact, a paper, they post on social media)
3. Milestones (happy new year, etc.)

# Let people follow your adventure and see the dividends of their investment

- Jan. Initial email with request to chat  
Chat
- Feb. Thanks again for the chat. It was helpful because of X. Would appreciate keeping in touch.
- Mar.
- Apr.
- May Hope you're well. Just wanted you to know that I did X (finished the paper, finished career exploration, etc.)
- Jun.
- Jul. I joined the Association of Women in Science. Thanks for suggesting it.
- Aug. Got positive feedback from Clark Kent from Amgen about my CV. Thanks for your help.
- Sep.
- Oct. Hope you're well. This is a brief summary of what's going on for me now.
- Nov.
- Dec. Will you be at the FASEB this year? Would be great to see you.

Way too  
much!

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Better!

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- Thank you notes
- Upcoming workshops
- Schedule counseling appointments
- Sign up to our listserv
- + more!

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Team, here  
for you!

Check out [career.ucsf.edu](https://career.ucsf.edu)



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